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The Labour Gazette



Battered and bleeding but basically sound is the way Labour Minister Bryce Mackasey describes Canada's industrial relations system. How can the system be repaired? The Labour Gazette presents this month the viewpoints of three men—an industrialist, an academic and Mr. Mackasey. See "Collective Bargaining Under Fire," p. 14.

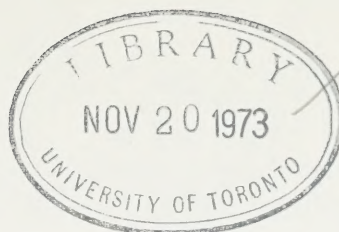




The Labour Gazette

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New Year messages

Our common responsibility

Hon. Bryce Mackasey

Minister
Canada Department of Labour

We are now one year into the decade of the 70s. Four eventful months have passed since I expressed, in my most recent Labour Day message, certain views regarding the nature of Canadian society and the individual involvement on which the democratic system depends. I said then that I hoped the 70s would be remembered for the extent of participation by Canadians in the development of a strong and stable economy, and for the growth of a sense of collective social responsibility.

The attainment of these goals is, in itself, our common responsibility. We alone will answer for the quality of our future.

Central to this concerned involvement is the tripartnership of labour, management and government which, at this time, must deeply examine a vital structure—our collective bargaining system.

The effects of industrial unrest are evident. So, too, is the fact that the system must be adapted or modified in some way to make it more responsive and effective in dealing with the collective bargaining realities of today. This system has served Canada well in the past, and the foundation upon which it was raised deserves preservation through modification.

A senior management personality and a well-known economist have recently dealt with the same question that faces me: How to eliminate the weaknesses of today's collective bargaining system? What the three of us are doing is engaging in a responsible dialogue. Given the vital elements of co-operation and a responsible awareness of the public interest, a more mature process of industrial relations is bound to result. **Working together, labour, management and governments must aim**



at a new collective bargaining machine, attuned to the times in which we live, and flexible enough to meet the challenge of economic, social and technological change.

This is the way of the democratic process. It has worked successfully thus far in the brief history of mankind. I am confident that, modified by the demands of change and progress, it will continue to work in the future—without upheaval, and with the best long-term interest of all Canadians as the ultimate goal.

In its own special way, The Labour Gazette has an important role to play in the evolution of the industrial relations environment. It has already shown itself sensitive to change with a dynamic new look and a new approach in its content that should be stimulating as well as informative. To the readers of The Labour Gazette, my best wishes for a prosperous and satisfying New Year.

Making ourselves heard

W. C. Y. McGregor

Chairman
Canadian Railway Labour Association

It's a strange world in which we now live. Old concepts, old values are giving place to new words, new ideas, the revolution of the young. Words and phrases unknown a few years ago are now part of our everyday consciousness. Ecology, women's liberation, FLQ, the drug culture, pollution of the whole environment, "the artificial quality of plastic lives in plastic homes," all of these and many more sometimes make us feel we are living in the worst of times.

Our Canadian complacency has been rudely shattered of late. Murder, kidnapping, demonstrations, and the use of the repressive War Measures Act have forever changed the content and quality of our lives. These new problems, however, can't be allowed to push other problems confronting the labour movement into the background. There are more than 500,000 Canadians unemployed and, despite Prime Minister Trudeau's assertions, all indications are that their numbers will increase alarmingly in the months immediately ahead.

There still exists a deep division between the labour movement and the federal Government as to the approach to our present economic problems. Our views are based on a deep-seated conviction that these problems can be solved only through strong, growth-oriented economic policies, and through redistribution of the economic wealth of this country.

The New Year will see the introduction of the federal labour legislation by the Minister of Labour. From all accounts, this promises to provide a comprehensive overhaul of our system of labour relations for the federal sector. Naturally, we in the railway industry are vitally



W. C. Y. McGregor

concerned. Among the things we anticipate eagerly is the long-awaited introduction of the principles established by Mr. Justice Freedman, for only when we accept these principles do we establish the basis for true industrial democracy.

Finally, if we are to attain healthier and happier conditions for a better life for ourselves and for our children, there must be greater participation by all of us in the union movement, and particularly in the railway union movement, and we must make ourselves heard on the larger issues facing us all. We must also make strenuous efforts to organize the whole workforce, for only then will we achieve concerted action in all matters that affect our lives—and that is what counts in this New Year.

News briefs

■ The 1970 edition of *Industrial and Labour Relations Research in Canada* is now being prepared for publication early this year by the Canada Department of Labour. The purpose of the publication is to provide the industrial relations research community, and others interested in the subject, with an outline of projects in progress. This third edition is designed to continue the department's policy of filling an information gap in the research community, to make research personnel more aware of development in their field of interest, and to encourage a free exchange of ideas.

A survey is being conducted at present among members of the research community to ascertain what projects are being undertaken. Anyone who is engaged in an industrial or labour relations project but has not been contacted is invited to write the Industrial Relations Research Division, Economics and Research Branch, Canada Department of Labour, Ottawa 4, Ontario.

■ W.C.Y. "Bill" McGregor, who was elected Chairman of the Canadian Railway Labour Association in 1970, joined the CNR in Winnipeg in 1936 as a machine apprentice. Two years later, he left to play hockey in London, England, Riverdale, N.J., and in Sydney, N.S. He then worked briefly with Canadian Pacific Express before joining the RCAF, in which he served three years as an aero engine mechanic. On discharge, he was employed again by Canadian Pacific Express.

He was elected local and district chairman of the Brotherhood of Railway and Airline Clerks in 1948 and was a representative from July 1960 to June 1961, when he became a general chairman. In 1967, he was elected to the post of international vice-president for a four-year term. He became vice-chairman of the CRLA in 1969 and Chairman in 1970. Mr. McGregor is also General Vice-President of the Canadian Labour Congress and a member of the Economic Council of Canada.

■ Dr. W. D. Wood, Director of the Queen's University Industrial Relations Centre, has been given a \$33,000 Canada Council grant for a two-year study of Canadian service industries. To consist of eight studies ultimately to be published by the Centre, the program will be directed by Dr. Wood. Pradeep Kumar of the Centre Research Association will assist him, together with centre staff and associates from a number of disciplines. The research is aimed at expanding current knowledge and understanding of service industries, which now account for more than half of the total Canadian labour force and for more than half of the real domestic product of the economy.

■ The Government of British Columbia, for the first time, has ordered a settlement of a labour dispute under the Mediation Commission Act. The move ended a six-hour strike in September by members of the International Brotherhood of Electrical Workers employed at the Albern Pulp and Paper Ltd. mill in Port Alberni. The men were told to accept as final and binding a Mediation Commission decision on their dispute.

The Commission had previously ordered its first binding settlement in private industry, setting the terms of a new contract between the International Brotherhood of Teamsters and three Vancouver-area cement and concrete companies. This decision, however, was later set aside by B.C. Labour Minister Leslie Peterson so that the agreement could be re-examined.

Two Canadians who have had long connections with organized labour have been appointed to the Senate. They are Eugene Forsey and Edward Lawson. Dr. Forsey, 66, was Research Director of the Canadian Congress of Labour from 1942-56 and continued in this position with the Canadian Labour Congress from 1956 to 1963. An expert on Canada's constitution, he has taught at McGill, Carleton and Queen's Universities. Edward Lawson, 41, is the Canadian Director of the International Brotherhood of Teamsters. He has been President of the Teamsters Joint Council in British Columbia since 1955 and is also on the staff of the international union.

Canada's postal workers ratified a new 30-month contract in October. The contract gives the employees an increase of 55 cents an hour over the contract period, meaning an addition of about \$22 a week for each employee by the end of the contract. The federal Prices and Incomes Commission said that the increases averaged 6.8 per cent a year and that, because they exceeded the 6 per cent wage guidelines, were inflationary. "It should be noted, the Commission added, that the portion of the increase to be effective in the period prior to announcement of the Commission's guideline in June 1970 is the key factor pushing the settlement beyond 6 per cent. In the last two years of the contract, from April 1970 to April 1972, the increase provided was well below the guideline."

The agreement came after two months of rotating strikes throughout Canada, a conciliation board report by Judge René Lippé, and the appointment of two mediators: University of Calgary President A.W.R. Carrothers and Toronto conciliator and arbitrator Thomas O'Connor. Mr. Carrothers was appointed in June 1970 but left after four days of talks. Mr. O'Connor mediated for two weeks and finally was able to arrange an agreement between the Treasury Board and the Council of Postal Unions.

A pioneer Newfoundland labour leader, A.G. Duggan, has died at 85. Mr. Duggan helped organize Local 63 of the Pulp, Sulphite and Paper Mill Workers in Grand Falls, Nfld., and in 1913 became the local's first president. In the 1930s, he began to organize trade unions in the province into the Trades and Labour Council that later became the Newfoundland and Labrador Federation of Labour. In 1937, he was elected the first president of the council. He helped also in organizing the Grand Falls Co-operative Society, and later assisted in the formation of the provincial co-operative society of which he was president.



Eugene Forsey

Edward Lawson





Cecil D. Harper

■ **Cecil D. Harper, 52 has been appointed Director of the Economics and Research Branch, Canada Department of Labour.** Mr. Harper was an officer of the Branch for seven years before joining the CNR in 1956 as a research economist. He returned to the Public Service in 1966 on his appointment to the Treasury Board Secretariat, where he assisted in the introduction of collective bargaining in the Public Service.

On leaving the CNR in 1960, Harper was appointed Supervisor of Industrial Relations Research by Imperial Oil Ltd. He was loaned by Imperial Oil to be a staff member of the Preparatory Committee on Collective Bargaining in the Public Service for a period of six months in 1963. Prior to his new appointment, Harper was Director of Staff Relations at the Post Office Department for two years.

■ **The Canadian Labour Congress has created a Social and Community Programs Department** whose main areas of interest will be the establishment of community health centres and housing projects, and the development of programs to deal with consumer affairs, poverty, pollution, senior citizens and human rights. The Director of the Department will be Jim MacDonald, former executive secretary of the CLC's National Labour-Co-operative Committee. Teamed with him will be Pat Kerwin, a CLC social worker who has served with Indian groups in the Kenora, Ont., region.

■ **Québec's Minister of Labour and Manpower, Pierre Laporte, was murdered on October 17, 1970 by the Front de Libération du Québec.** He was appointed Minister after the Liberals won the April election (L. G., Aug 1970, p. 547). Mr. Laporte was a lawyer but had worked as a reporter on the Montreal daily, "Le Devoir," for more than 16 years. He was first elected to the Québec National Assembly in 1961 and was re-elected in 1962. He became Minister of Municipal Affairs and later added the portfolio of Cultural Affairs. After the 1966 election defeat of the Liberals, Mr. Laporte became chairman of the Liberal caucus in the National Assembly.

Mr. Laporte was succeeded in his position by Jean Cournoyer. Mr. Cournoyer had been Minister of Labour and Manpower in the Union Nationale Government (L. G., June 1970, p. 395) for two months before the Liberals took power in April 1970.



Pierre Laporte



Donald MacLennan

■ **Donald MacLennan, 34, has been named Minister of Labour for Saskatchewan.** He replaces Lionel Coderre, who has become Minister of Public Works. Mr. MacLennan is the member for Last Mountain in the provincial legislature.

■ **Job openings for executives, engineers, accountants and other professionals dropped 29 per cent in 1970, while the number of persons seeking employment in these disciplines increased by 14 per cent.** The information is contained in a report on a nation-wide survey made by the Technical Service Council of Toronto, a non-profit, industry-sponsored personnel consulting firm.

The survey showed that Ontario still had the largest number of professional job openings. Vacancies reported on September 30 included 580 in Ontario, 253 in Québec, 148 in the Prairies and the Northwest Territories, 87 in British Columbia and the Yukon, and 12 in the Atlantic Provinces. The Council said that unusual numbers of men in the \$9,000 to \$17,000 income range have been laid off by the aircraft, textile, chemical, electronics and consulting engineering industries.



Pierre Boucher

■ **Pierre Boucher of Montreal has been elected President of the 150,000-member International Federation of Actors (FIA) for a three-year term.** The first Canadian to hold the office, Mr. Boucher was elected at the Federation's 8th international convention in Amsterdam during September. Actors' unions from 35 countries are affiliated with the Federation, and include the Fédération des Auteurs et des Artistes du Canada (Canadian Federation of Authors and Artists) and the Association of Canadian Television and Radio Artists.

Boucher has acted on stage and radio in Montreal since 1956, and has been a member of the FIA executive since 1964. He has been the general delegate of FAAC since 1962. Secretary General of the Caisse de sécurité des Artistes (Artists' Security Fund) since 1968, and a member of the Board of Directors of the Union des Artistes de Montréal (Montreal Union of Artists), which he has served both as president and treasurer. He holds B.A. degrees in law and philosophy and an M.A. in sociology.

The main duties vested in the FIA by the affiliated unions consist in representing actors with international bodies—namely, the Rome Convention, the World Intellectual Property Organization, and the International Labour Office and UNESCO—to negotiate international agreements with such international production agencies as Eurovision and Intervision, and to facilitate information exchange between the unions of the world.



■ Canada's first Union-Industries Show attracted more than 43,000 persons to 100 exhibits in Memorial Auditorium at Kitchener, Ont., during its five-day run in October. The show was sponsored by the Union Label Trades Department of the Canadian Labour Congress, and was opened on October 3 by Governor-General Roland Michener.

The aim of the show was to display some of the accomplishments that labour and management have achieved by working together. A number of exhibits demonstrated the production of various consumer goods; others provided information on government programs, union organization and drug addiction. As well as having its own exhibit, the International Ladies' Garment Workers' Union sponsored a fashion show each evening. Exhibitors included companies in the clothing, furniture, electrical equipment, tobacco and brewing industries, as well as supermarkets and a variety of unions in the manufacturing and service industries.

■ A new corporate symbol that can be adapted for use by the province's industrial accident prevention associations has been chosen by the Ontario Workmen's Compensation Board. The symbol will be used also to carry safety messages such as reminders to wear protective equipment or warnings about hazards.

The new design is composed of three elements: a circle, inside of which is a diamond, which in turn contains a variation, based on the cross, of the age-old interna-

ional symbol of man. The circle represents perfection, family, happiness, continuity of life; the diamond is an internationally recognized warning sign, representing the Board's most important activity, accident prevention; the cross form, reminiscent of hospital use, emphasizes integrity and protection.

The circle with the diamond inside of it forms the matrix and remains constant for any of the uses to which the new symbol is put. When the new design is used by any of the accident prevention associations, the matrix will contain the individual symbol of that association.

The associations are: Construction Safety Association of Ontario, Electrical Utilities Safety Association of Ontario, Forest Products Accident Prevention Association, Farm Safety Department, Industrial Accident Prevention Association, Mines Accident Prevention Association, Ontario Hospital Association's Accident Prevention Department, Ontario Pulp and Paper Makers' Safety Association, and Transportation Safety Association.

When used to present safety messages, the matrix will contain that message in symbol form—for example, a hard hat to indicate a hard hat area. In addition to its use on advertisements, films, publications and other forms of communication, the symbol will show the close relationship between the Workmen's Compensation Board and the accident prevention associations. The new symbol was designed by Paul Arthur and Associates of Toronto.



Judge Nathan Green

■ **Agreement has been reached in Nova Scotia between 250 striking fishermen and processing plants. The agreements, however, still leave the question of union recognition open, as the contracts were worked out by committees that took no union identity.** Ultimately, the fishermen will be permitted to join a union of their choice.

The seven-month-long strike saw the appointment of Judge Nathan Green of the Provincial Magistrate's Court to inquire into the situation at the ports of Canso, Mulgrave and Petit de Grat. Judge Green said in his report that the fishermen should select their own four-man committees to discuss working conditions with the companies and go back to work. Judge Green was appointed by the federal and Nova Scotia Departments of Labour. The men are back to work, but the Nova Scotia Supreme Court is still studying whether the offshore fishermen come under the jurisdiction of the federal or the provincial government.

The United Fishermen and Allied Workers' Union is seeking recognition as bargaining agent for the fishermen. The Canadian Labour Congress supported the strike of the fishermen but will not accept the UFAWU as an affiliate unless it merges with the Canadian Food and Allied Workers Union (L. G., Aug. 1970, p. 562).



■ René Rondou, 44, of Montreal, has been named President of the Tobacco Workers' International Union (AFL-CIO/CLC), succeeding the late Howard W. Vogt. He will be based in Washington, D.C. Mr. Rondou is the first Canadian to become President of the union. He was the first vice-president of the union and will hold the presidency until the next convention in 1972. The TWIU has 7,000 members in Canada and represents almost all of the tobacco workers in Canadian plants.

Mr. Rondou is one of the seven vice-presidents of the Québec Federation of Labour. He became an international representative for the TWIU in 1956, and in 1963 he was made Canadian Director and an international vice-president. He was a regional vice-president of the QFL for two years and Treasurer for three years. The new Canadian Director of the TWIU is Roland J. Gauvreau of Hamilton, Ont. He will be based in Montreal.



René Rondou

Labour relations around the world

■ Olaf Palme, Prime Minister of Sweden, announced last August 27 that his Government had decreed a ceiling on the prices of certain foodstuffs. The rise in food prices had been far higher than expected and the Government had provided for an investigation to determine the causes. Kurt Nordgren, Vice-President of the Swedish Labour Organization, voiced his satisfaction with the decree and declared that it was important to the wage earner that his wages not be swallowed by rising prices. This applied especially to those on a low pay and in a poor economic situation, he said.

■ In an attempt to check inflation, the Government of Ireland has announced in Dublin the introduction of controls for prices and incomes. The limit on increases in wages and salaries will be 6 per cent, with a floor for adult males of 24 shillings (\$2.88) a week and a ceiling of 36 shillings (\$4.32). The new measures, which will remain in effect until December 31, 1971, include also the freezing of rents and new house prices at current levels, and the control of retail prices, professional fees, and insurance and banking charges. Dividends and directors' fees will be restricted.

■ **New international standards intended to help improve the living and working conditions of seafarers throughout the world were set by the International Labour Conference meeting in Geneva during October 1970 in a session devoted to maritime questions.** President of the Conference was Dr. Nagendra Singh, Secretary to the President of India. Sixty-five ILO member states, including Canada, were represented at the Conference.

The international standards adopted were: a recommendation on the effects of technology on seafarers and the need for training and retraining these men; a recommendation on increased vocational training for seafarers; a revision of the minimum wage to \$100 a month from \$70 a month; a Convention and a recommendation asking national authorities to report and investigate accidents, keep comprehensive statistics on accidents, and take educational and research measures to reduce accidents; a Convention and two recommendations on the size of crew accommodation, air conditioning of crew accommodation, and the control of harmful noise; and a recommendation on the welfare of seafarers in port and at sea, including a recommendation that seafarers' hotels should be maintained in all ports of interest to international shipping, where there is a need for them. The Conference adopted also a number of resolutions asking the ILO to study other questions affecting seafarers.

The Canadian delegation to the conference was headed by Capt. G.W.R. Graves, Chief, Nautical and Pilotage Division, Marine Regulations Branch, Canada Department of Transport. The other government delegate was John Fuchs, Economics and Research Branch, Canada Department of Labour. The employer delegate was J.J. Burke, General Manager, Canadian Chamber of Shipping, and the worker delegate was Leonard McLaughlin, President, Seafarers' International Union of Canada.

■ **The C.A. Norgren Co. of Littleton, Colo., has instituted the four-day workweek.** The plant, which employs 450 persons, changed to the new work schedule last August 31. In an announcement made to all personnel, Neil Norgren, company President, stated, "We shall work 37 hours Monday through Thursday and be paid for 40 hours," and he pointed out that this represented a 7½ per cent hourly wage increase. In switching to the four-day week, the plant, which manufactures air processing systems, will have added approximately 50 more days to employees' time off during the year. When a holiday falls on a Monday, the workweek will be Tuesday through Friday. Employees will receive 40 hours pay plus the holiday pay if the holiday is a scheduled paid one.

Before making the decision for the Littleton plant, Norgren studied the effect of the four-day workweek on employees in the few comparable U.S. plants that had adopted the plan. Results of the study were a major factor affecting the decision. Norgren stated that, "Advantages noted by management in these various plants included a marked increase in employee enthusiasm and motivation, and substantial reductions in personnel absenteeism and turnover."

■ **The second largest industrial union in Fiji recently elected a woman, Mrs. Lucy Bale, as its President.** The 3,000-member National Union of Factory and Commercial Workers is 90 per cent male. Mrs. Bale works as a packing machine operator at a cigarette factory.

■ **The National Labour Relations Board of the United States has recognized the principle that when a firm is sold, the new owner is responsible for carrying out existing labour-management contracts.** In a decision covering four cases, the Board made the point that, unless there is an essential change in operations, "the collective bargaining contract remains in force and is applicable equally to the new employer and to the union that negotiated it with the predecessor employer."

50 years ago

The effects of fatigue on the output of workers, the Romanian way of disputes settlement, regulations on U.S. immigrants to Canada, union demands for legislation, a new Dutch labour act, and a conference of European farm workers were reported in the January 1921 issue of *The Labour Gazette*.

■ The effects of fatigue on the output of workers in selected silk weaving factories during the winter months were discussed by the **Industrial Fatigue Research Board of Great Britain**. Here were the findings: production was slower at the beginning and at the end of each working day; continuous work should not exceed four hours; refreshments should be obtained without work stoppage; fatigue developed on one day was not usually carried over to the next; and production under artificial lighting fell about 10 per cent, even when the lighting was considered good. The Board found also that output increased from December to March as the need of artificial lighting decreased, and that it could be raised by increasing the temperature of the workplace from 58 to 65 degrees Fahrenheit.

■ A **Bill for the settlement of industrial disputes** was passed by the **Romanian parliament**. The Bill provided that no strike or lockout could be declared in an establishment employing 10 or more workers until after the dispute had been submitted to a conciliation board consisting of the workers' representatives, the employer and an official from the labour department. If a settlement could not be reached by conciliation, then arbitration was to be used.

■ An order in council concerning immigrants from the United States was passed on November 30, temporarily suspending earlier regulations governing immigrants of the mechanical, artisan and labouring classes. Under the new regulations, these immigrants were required to have in their possession \$250, including paid transportation, \$125 for each member of the family over 18 years, and \$50 for each child between the ages of 5 and 18. The regulations became effective on December 15, 1920 and were to remain in force until March 31, when the previous regulations were to be re-established.

■ **Members of the executive of the Trades and Labour Congress of Canada, together with the provincial secretary of the Ontario Workers Educational Association, requested the following legislation:** an act limiting working hours to not more than eight hours a day; an act providing for the payment of fair wages and observance of established hours and other conditions; pensions for aged and needy persons; one day's rest in seven for all workers; an end to the activities of private detective agencies in industrial disputes; and amendments to the Ontario Temperance Act, whereby it would be legal to manufacture and sell beverages not exceeding 2½ per cent alcohol by weight. Also requested were amendments to the Workmen's Compensation Act that would make it mandatory for all accidents to be reported by the employer at the time of the accident, no matter whether the injured man remained in that job or not. Abolition of all private employment agencies operated for profit was also sought.

■ **In Holland, a new Labour Act provided for an 8-hour day and a 45-hour week in all factories and workshops.** Office, agriculture, horticulture, forestry and mining workers were excluded, however, and quarry workers and longshoremen were still subject to special legislation. Women and young people were not permitted to work on Sunday, and men could work only under special arrangements, subject to the authority of the labour

minister or the district chief inspector. Work after 1 p.m. on Saturdays was governed by the same conditions.

The work day began at 7 a.m. and ended at 6 p.m. A special permit was required for overtime and for night work. Only under special circumstances was work allowed up to 11 hours a day for men and up to 10 hours a day for women and youths over 16. Children under 14 were not allowed to work. Working hours for managers, assistant managers and foremen were not affected by the Act.

■ **About 2,100,000 farm workers were represented at the first International Congress of Land Workers held at Amsterdam.** The Wages Board Gazette, in its account of the Congress, stated that only an estimated 10 per cent of the Italian and 30 per cent of the German workers had joined their unions, and 50 per cent of the agricultural labourers of Great Britain had enrolled. Resolutions were passed against war and in favour of land nationalization.



Collective bargaining under fire

The Canadian system of industrial relations is in need of a major overhaul. What should be done? Here are three viewpoints providing insights into the complexity of the problem. The first—*Strikes: Today's Monstrosity, Tomorrow's Dinosaur?*—is from industrialist R. P. Riggan, who thinks that the system is overbalanced in favour of labour and that, if changes are not made, a new system, might evolve that would include compulsory arbitration. The second—*The Strike: Reluctant Instrument in a Free Market Economy*—is from university professor Bernard Brody, who argues against Mr. Riggan's ideas and believes that the strike is a weapon reluctantly used in our economy. The third—*Room for Improvement*—is from federal Labour Minister Bryce Mackasey who, although he believes that the system is basically sound, outlines the many changes that he thinks must be made to restore the system to good health.

Strikes: today's monstrosity tomorrow's dinosaur

by R. P. Riggan

Most thoughtful people would agree that a strike is not a very civilized way to settle a dispute between an employer and his employees. As the alacrity, frequency and severity with which the strike weapon is used grows—and it is growing—this belief is bolstered substantially.

A recent "Wizard of Id" comic strip goes like this: Court Counsellor (approaching King on throne): "Sire, some agitators just burned down the post office." King: "Anyone hurt?" Counsellor: "No, the mailmen are all at home having a sick-in." King: "Then send in the troops!" Counsellor: "The troops are picking up garbage until the sanitation workers return." King: "Gad! The whole kingdom is going down the drain!" Counsellor: "I hope not, Sire—the plumbers walked out this morning."

Although it is good that we can still manage a chuckle at a humorous take-off on what is occurring in real life, the sad fact is that the events portrayed in the comic strip could have appeared just as well in the news columns of the same newspaper.

7.7 million man-days

Canada lost 7.7 million man-days in strikes last year—a record by far. Previous highs were about five million in 1966 and 1968. It is discouraging to contemplate what the box score will look like at the end of this year when it is realized that bargaining takes place for approximately 900,000 of the 1.6 million union members under the wing of the Canadian Labour Congress.

Traditionally, labour relations experts have adhered to the proposition that the privilege to strike is an integral part of the collective bargaining process. It is presumed that meaningful negotiations will not take place unless the possibility of a work stoppage exists. Although I do not subscribe fully to this, the proposition does have sufficient validity that any examination of the use of the strike weapon should not be divorced from a look at the whole process. Collective bargaining worked relatively well in the past—what has changed? What adjustments are needed to revive it as a viable institution? And, if it continues to fail the public interest, what might replace it?

It is crystal clear that a balance of bargaining power no longer exists between employers and unions. All major key sectors of the economy are highly unionized by a handful of powerful monopolistic unions that can write their own ticket to a significant extent. And they do this despite high levels of unemployment and with arrogant disregard for pleas for wage restraint from the governments and others. Monopolies are inherently bad—in unions as elsewhere—and they must be regulated, if not curtailed, in the public interest.



Today's striker is in a quite different position from his counterpart of yesteryear. He has assets. He is paid substantial strike benefits in many cases. Credit is readily available, as are benefits under government hospital, medical and other schemes. He is more mobile than his father was, and some of the younger people don't see any particular virtue in steady work anyhow.

It is not my purpose to venture a judgment on any of these developments, particularly the last one. I simply point them out as being important factors in the shift of the balance in collective bargaining. We are bound to acknowledge that, for most individuals, expenditures rise to meet income or exceed it, and a little more debt incurred for one reason or another—such as a strike—is not unduly upsetting. After all, for the past 25 years, times have been good, and most of us have been able to work out of temporary financial difficulties.

Is this why an Inco employee, after being on strike for over three months at Sudbury last year, would go for a car dealer's offer of \$200 cash to the striker and three years to pay for a new 1970 car, with the first payment delayed until after his return to work on termination of the strike, whenever that would come about? A striker rarely loses his job in this day and age, regardless of the length of the jobless rolls. Although permitted by law, it is a practical impossibility for the vast majority of major companies to carry on production operations during a strike. The Inco striker and the Sudbury car dealer both knew that the former would not lose his job.

Some corporations have grown to be financial giants with a diversity of operations. This superficially suggests that their bargaining power with the unions is enormous. The facts are, however, that more and more, various operations in our economy or in an industry or, indeed, within a single corporation are so interdependent on one another that a strike at one often has substantial impact elsewhere.

Only a relatively small number of employees may be involved in the actual labour dispute, but the overall impact can be devastating. A strike by a few plumbers can shut down a \$100 million dollar project, a tug boat strike can almost paralyze a whole province. I suggest that this development was not foreseen when our collective bargaining legislation with its presumed balance of power was first laid down. Also unforeseen were the enormous amounts of capital that would be required for investment in new projects. Obviously, costly facilities cannot sit idle for very long without highly damaging results. For example, capital invested for each job created in the two newest mines in the Noranda Group is \$218,000 at one and \$240,000 at the other; at our pulp mill, each job required an investment of \$122,000.

These, then, are some of the more important developments that have created the vast imbalance in power that lies at the very heart of our collective bargaining system which, as I have indicated, is functioning rather badly.

There are additional reasons why the system is breaking down. There is ample evidence to indicate that confidence, direction and guidance within several union structures, and within organized labour generally, have collapsed to the point where management frequently does not know with whom it should really bargain. This breakdown persists even to the level of the union local where, when an agreement is made at the bargaining table, it is turned down by the union membership about 15 per cent of the time. Thus far in 1970, the Noranda Group has already had five rejections of bargaining settlements—and two of these resulted in strikes at major operations. Isn't it probable that many union members see their union as a huge bureaucratic institution in the same way that they view big business and big government?

Frank assessments

It would be statesmanlike for leaders of the Canadian Labour Congress to confess that they wouldn't agree to a program of voluntary wage restraint because the CLC wouldn't be able to get individual unions to go along; which, in turn, wouldn't be able to get their union locals to go along; which wouldn't agree to sell the idea to the membership. Such a frank admission would at least have the virtue of focussing attention on a real problem, thus permitting appropriate solutions to be explored. At the moment, all we hear from labour leaders is rhetoric that large wage increases (currently running at an annual rate in excess of 9 per cent) are not a major factor in the inflation we suffer. From one American union leader we even had the arrogant pronouncement that his union would be no more responsive to the pleas of the Canadian Prime Minister for restraint, than it would be to those of President Nixon.

This was Walter Reuther, late President of the United Automobile Workers. On Reuther's recent death, Chrysler's Vice-Chairman said, "It has taken a strong man to keep this situation under control. I hope that whoever his successor may be, he can exercise equal internal discipline." Doubtless his point is well taken; but it is shocking to realize that an apparent ability to keep the lid on revolt in the union membership is the overriding criterion for union leadership.

Membership rejection of negotiated settlements creates serious problems for unions, managements and governments alike. It is one of my sad disappointments that no government has seen fit as yet to initiate tripartite efforts to solve this vexing and common problem.

Public Service strikes

Another development that has mitigated against proper functioning of the bargaining process in the private sector has been the granting of the strike privilege in the federal Public Service and in some provinces. Government is the embodiment of all the people. It cannot move away, it cannot lock out its employees, and it is not a business organized for profit. Thus, the conventional notion of strikes as a test of economic strength does not apply. A strike against government becomes an interference with the political process; it is an effort by one section of the public to misuse monopolistic control of a specific service—the postal service is a good example—as a weapon with which to bring the entire community into submission.

The unions say of the Government, "Let's squeeze as much as we can from the lemon." In Mr. Trudeau's words, "The juice doesn't come from my pocket but from the public." U.S. Labor Secretary George Shultz has said, "A person who chooses to work for the Government accepts a special responsibility to the national interest. . .striking against the Government—and against the public order the Government is constituted to uphold—is not a right; it is a wrong."

Time and again, it has been demonstrated that a politician is in no position to handle crisis bargaining that may end up in a strike that will play havoc with essential tax-supported public services.

All strikes in the Public Service should be prohibited, and the sooner, the better. Such a prohibition would clearly be in the public interest, which, to my mind, includes a workable system of collective bargaining in the private sector.

It has been argued that public servants should be permitted to strike because they'll go on strike regardless of the law. Earlier this month, an official of the Canadian Union of Public Employees said, "Maybe it's time we defied that stupid law." He was referring to an Ontario law that prohibits employees of homes for the aged from striking; unresolved disputes are referred to arbitration by an independent third party.

Laws are to be observed, and we don't change laws simply because they are broken—we punish for the violation. That is the way it is supposed to work in a civilized society. But unions and union conduct often appear to fall under other unwritten rules. **Failure to enforce our existing labour laws must shoulder much of the blame for the suspect position in which collective bargaining and use of the strike weapon find themselves.**



Bargaining and use of the strike weapon are coming under fire in another way. There is a widely held presumption in industrial relations that all is in good order, and that the public interest is best served if management and labour resolve their own problems by themselves as they see fit. This presupposes that the first priority is a private and peaceful settlement. Concern for the longer-range impact of the settlement on the rest of the economy and society is effectively submerged in this self-interest approach by the parties.

In the view of U.S. economist John Kenneth Galbraith, as expressed in an address he delivered in Ottawa in the fall of 1969, conflict in the heartland of the industrial system has been extensively absorbed by the system

where differences are resolved by raising the price of labour and by raising the price of the product. In a buoyant economy, this usually leaves both the employer and employee better off than before. But, Prof. Galbraith says, this simply exports tensions from the industrial heartland to the public sector, and to those other areas of society where incomes respond slowly to the inflation that has been created.

Galbraith went on: "Does this analysis not mean that, even at the cost of more trouble, even anguish, in the industrial heartland, we should stop this export of inflation and tension to the rest of the economy? I believe this is so. And I believe it must come. It means some system of wage and price restraint wherever strong unions bargain with strong employers in a strong market." I noted in a recent newspaper article that Galbraith

point effectively made by Prof. Edward Neufeld at the University of Toronto in an address last December. (L. G., May 1970, p. 340).

Some managements are beginning to accept the challenge that they must create a healthy climate in which the workplace of each employee can be more career-oriented than job-oriented and, hence, much more relevant and meaningful for him as an individual. Few union leaders admit that some of their own problems stem from the fact that many employees, particularly the youthful ones—their union members—consider work as a drudge and a drag.

This should not be surprising. Union leaders are convinced that collective bargaining is the total answer. Of



made the same point earlier this week in an appearance before the U.S. House Banking Committee. If he is right, then the strike in major industry is doomed to a trip to the garbage can.

The disadvantaged

Although we habitually think of labour disputes as being between unions and managements—and this is true in the direct sense—nonetheless, the real social fight is between the big powerful unions, which can dictate inflationary settlements for their members, and the poor and disadvantaged people and those such as old age pensioners who suffer greatly from spiralling prices—a

course, collective bargaining was not designed with the purpose in mind that the individual's attitude to his work was important, or that this attitude or lack of it would have such an apparent impact on labour relations. If anything, bargaining probably does much to hinder development of healthy job attitudes. Perhaps this is why simply piling on more money does not avoid or settle strikes as it usually did in the past.

It is little wonder that there is a crisis of confidence in our present industrial relations system. One would suspect that those of us on both sides of the bargaining table who want to see a workable system survive would be devoting our attention and efforts to solutions.

So what transpired at the CLC Convention at Edmonton in May? No time was devoted to solving the many problems of collective bargaining. A week was spent debating social action programs and political activity, and vilifying the efforts of the Prices and Incomes Commission. And the usual roar of approval was reserved for the perennial echo-of-the-Thirties speech...about those industrial and financial tycoons who put the working man in chains while they continue to pick his pocket. Surely it is saddening to see this archaic nonsense take the place of a constructive attack on some of the problems of collective bargaining which, after all, is a union's first order of business.

Whether organized labour wants to believe it or not, collective bargaining in Canada is definitely on trial. The public is fed up, and immediate improvements are needed if it is to be allowed to subsist. What are some of these?

Pending needed changes, our existing labour laws must be enforced. Unlawful conduct in support of unions and strikes should not be exempt. Union monopolies should be curtailed. Union power over union members should be diminished. Times have changed so much that... comments about the working man in chains are now applicable to some unions. The union member requires a bill of rights for protection against his union. An ombudsman appointed by union leaders from within the union, as endorsed by the CLC last month, is surely an attempt to smoke-screen the real need.

If one of the measures required to help restore the balance of power is a law to curtail use of the strike weapon, then so be it. Let's get on with it before more serious damage is done. Hopefully we are not yet too late. A settlement made in good faith at the bargaining table should be made to stand.

There will have to be more intervention in labour disputes, with government empowered to order cooling-off periods, fact-finding inquiries, and a host of other intervention processes that promote and encourage peaceful settlements—but not settlements at any price. The public interest demands that settlements accommodate themselves to national goals established for the good of all society.

If measures such as these do not put our industrial relations system back on an even keel, then the public will rightfully require that it be abandoned and replaced by some other system. In such an event, it seems probable that the new system would involve some kind of compulsory arbitration of wage disputes. In my opinion, arbitration need not stultify meaningful collective bargaining. For example, a requirement that the arbitrator

accept in toto the last best offer of either one party or the other would effectively encourage a company and a union to put its best foot forward without running the risk of having the arbitrator cut the baby in half, as the saying goes.

Strike privilege, not a right

It is sometimes forgotten that collective bargaining and the strike are not rights. They are not Holy Writ. They are privileges granted by law, and they can be taken away by our lawmakers. With maturity, statesmanship and realism, we can voluntarily relegate the strike to tantamount extinction. If we continue on our present course, legislation will shove the strike into the graveyard with the dinosaurs.

The preceding article was taken from an address delivered to the Rotary Club of Kingston by R.P. Riggan, Vice-President, Corporate Relations, Noranda Mines Ltd.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)



Strikes: reluctant instrument in a free enterprise economy

by Bernard Brody

I want to take issue with the article, "Strikes—Today's Monstrosity, Tomorrow's Dinosaur," by R.P. Riffin, Vice-President of Corporate Relations for Noranda Mines Limited.

By way of introduction, let me begin by observing that I think the article's whole approach to collective bargaining is based fundamentally on self-interest, and is therefore devoid of significant objectivity. After reading the article, I could not avoid being left with the impression that unions are too strong, that wages are too high, and that company profits are too low. But these sentiments are not peculiar to business executives or professionals; workers, unionized and non-unionized, feel that living costs are too high and that their wages are too low. But the ethics of the functional distribution of the GNP pie can hardly be discussed as an abstraction apart from the goals a society wants to set for itself—and that matter really lies beyond the scope of this paper.

What is a right?

The article ends with the statement that the strike is neither a right nor Holy writ, but a privilege that the law has granted and that the law can take away. Of course this is true. All rights are, by definition, "privileges." One has only to check with a dictionary: "right" is synonymous with "privilege." The paragraph title, "Strike Privilege, Not a Right," is nothing less than a bit of semantic sleight of hand beclouding the real issues.

We now possess the right to vote, but not many centuries ago, the common man did not have this instrument—and, of course, he can lose it again. If you really think about it, even the right to one's life is only a privilege. Murder a policeman and you lose the holy right to go on living. But let us not get wound up in semantics. **Workers have the right to withdraw their labour services when they believe that, by doing so or intending to do so, they can compel an employer to raise their wages.** This is just elementary business horse sense, and Mr. Riffin, as a successful businessman is well aware of the principle. He has undoubtedly engaged in this game both for himself personally, and also against the market as a member of the executive body of his firm. The objective is to obtain the highest possible price for one's products simply by attempting to influence either supply or demand.

Most firms possess some range of price discretion based on such restrictive devices as advertising and product differentiation, proximity to markets or supply sources, patents, market concentration, and control over inputs. Economic theory predicts that, where an increase in price will result in a less than proportionate decline in quantity demanded (technically: price elasticity of demand less than unity) price manipulation will increase



Bernard Brody

total revenue. Given the demand, if you limit supply, then you will have created some tendency for prices to rise. Surely all inventory specialists are aware of this principle—Noranda is no exception. Manipulate production and inventory levels to ensure that you do not over produce when business is slow or underproduce when the market is buoyant. Are these management methods not against the public interest? Doesn't the public suffer when prices are too high because of these tactics? **Nobody seems to advocate that the output of business firms be government regulated to ensure that they will always produce at the lowest possible prices. So why should entrepreneurs complain when workers employ the same strategic device?**

Some additional comment is called for on the relationship between the "powerful monopolistic unions" that Mr. Riggan complains about and his concern over the "record by far" of man-days lost through strikes. If one thinks for a moment about these two themes, one soon realizes that they harbour a basic contradiction. If the unions are as strong as Mr. Riggan contends, why are they obliged to resort to strike action so frequently? If their bargaining strength were really so great, they could simply bully any employer into agreeing to whatever terms they demanded. The fact that there are so many strikes might cause one to point the finger at the opposite end of the power spectrum. Perhaps companies are so strong that they can, in effect, tell the unions to "go jump in the lake."

It takes two to start a strike

All too often the public is browbeaten into thinking that labour unions are necessarily the agents causing strikes. In reality, it takes one side to ask for something—improvement in working conditions or increases in wages—and it takes another side to refuse. If the differences leading up to an impasse are not resolved, a concerted cessation of work may follow.

Most of those persons who speak or write on the subject of strikes have never had the experience of being an employee whose union is on strike, so they are inclined to offer glib and unrealistic opinions. **The cost of a strike to a worker and his family can be crippling. Try someday to live on beans and bread for a few weeks. Try to imagine your savings—where they exist—dwindling with each passing day. Management's salaries continue throughout the strike period, but the worker's income is cut off.** The strike pay offered by the average union is only enough to buy beans and bread. Often there is no strike pay at all. A worker does not decide lightly to engage in a strike. It is a tactic by means of which he pits possible pay-off benefits against a calculated risk. This is the same kind of risk that businessmen are always beating their chests about—the venture that is supposed to be the very heart and core of our free enterprise economy. The entrepreneur risks his capital, gambling for a pay-off in the form of a steady and substantial stream of revenue.

Life and times of a worker

Riggan states in his article: "...some of the younger people don't see any particular virtue in steady work anyhow." Newspapers are replete with stories on the seriousness of today's alienated youth, and the message they are attempting to communicate deserves our whole-hearted attention. **How many of us realize how seriously the working man has been alienated since the industrial revolution began in the late 1700s? All the creativity and the meaningful satisfaction have been completely sucked out of many jobs, and they have degenerated into routine, repetitive, sterile, meaningless exercises.** Work functions generally are oversupervised and unchallenging. It is likely that if firms eased up sharply on such instruments as time and motion study and made some effort to build industrial tasks around personalities instead of around fingers, hands and feet, they would be pleasantly surprised at the eventual reduction in the unit labour costs of output.

Public Service strikes

When it comes to pointing out all the gross inefficiencies of government enterprise, businessmen probably form the most vociferous segment of society. There is some truth in the argument. But, has it ever occurred to these businessmen that one way of improving the quality of government services would be to heighten motivation for its employees, and to program more appeal and challenge into the work in order to attract more qualified candidates? And has it ever occurred to businessmen that one of the ways this could be accomplished would be to raise the salaries offered? But, of course, "We already pay too much in taxes. . ." You can't have it both ways! Businessmen are against the use of the strike by public service employees. Yet, they will tolerate a system in which postal workers, in order to raise their salaries by about 2 per cent—the original government offer was 5 per cent a year, the final settlement approximately 7 per cent—were forced to engage in a 12-month "bargaining" session that included a summer-long strike. Was the government bargaining in "good faith?"

In most ways, the government is like any other employer. Only a few of its services are really "essential" in any sense of the term. And the wages and salaries of Public Service employees have to compete with the wages and salaries of private sector employees for the goods and services in the supermarkets and department stores. **If wages in the private sector rise by 9 or 10 per cent a year, how can we expect to attract high quality, well-motivated individuals when this employer is willing to go only to 5 per cent and is eventually dragged—at a high cost to the employees and to the public—to 7**

per cent? Those who complain about government inefficiencies would do well to keep tabs on the differences between wages and fringe benefits in the private and public sectors.

Nobody likes a strike. A strike imposes inconveniences and hardships on everyone connected with it. But the worker needs this instrument—even if only for its potential use—to compel his employer, be he in the private or public sector, to think hard about the relative costs of the union proposals versus the ultimate disagreement. If the employer responds to the worker's threat with a "no," he could provoke a strike. He is, in effect, making a rational, economic decision: It is cheaper for me to risk a strike than to accede to your requests involving higher production costs to my firm. The strike possibility forces both sides to face the consequences of their respective positions.

As yet no one—not even the Prices and Incomes Commission—has devised a formula enabling us to differentiate product prices that are "too high" and "unjust," from the "good" ones. Economic forces are just too numerous and complex, and the economic science still too imprecise, to permit such a clear distinction—and the same situation applies to the setting of wages. **Until the discovery of such a formula, bargaining power and collective negotiations—and their extensions, the lockout and the strike—will have to remain as second-best instruments in the wage determination process.**

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(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)



In need of repair but basically sound

by Bryce Mackasey

I want to talk about our system of industrial relations. It is a system that is now severely criticized in some quarters—and, in my view, that is all to the good. For I believe that our system of industrial relations lies very close to the centre of our economic and social life. I believe that it stands very much in need of improvement. And I believe that improvement cannot come without criticism. Let's look then, for a minute, at the type of criticism that is most frequently heard.

It is said that strikes are growing in number and duration and are having a seriously adverse effect, direct and indirect, on our economy. And there is support for this contention in the statistics, which show that man-days lost owing to strikes in Canada numbered almost 4,000,000 in 1967, more than 5,000,000 in 1968, and slightly more than 8,000,000 in 1969. It can be argued that simple figures of this kind tend to exaggerate the economic effects of strikes. They nonetheless leave legitimate cause for concern, particularly when it is remembered that certain types of strikes can and do cause layoffs and other forms of economic dislocation in areas beyond their own boundaries.

It is said that collectively bargained wage settlements are too high, that they constitute a threat to the improved price performance for which governments, federal and provincial, have recently been striving, now with a heartening degree of visible success. And it must be admitted that the most recent figures on the average size of settlements provide little cause for complacency on this subject, because they have yet to show the tendency toward moderation that would be appropriate—and is really inevitable—under present conditions.

It is said that the process of collective bargaining has, in some cases, become a ritualistic charade; that it is failing to come to grips with some of the new problems produced by our increasingly industrialized society; that it is for some reason failing to reflect the changing values of the young and relatively well-educated people who now constitute the bulk of the Canadian workforce. In this area, statistics are of little help. But experience suggests that, to some extent there is truth in the allegations. How else can one explain the disenchantment frequently expressed, the wildcat strikes that sometimes occur during the life of an agreement, the bewildering tendency for workers to reject settlements negotiated by their chosen representatives?

Finally, it is said that the operation of our industrial relations system is widening the gap between the "haves" the people organized to protect and service their own interests—and the "have-nots," the unorganized people whose incomes frequently fall below the poverty line. I am personally inclined to reject this view—because it seems to be based on a cause-and-effect relationship not easily identified in the real world—but I can understand the concern of those who support it. For there are times when big corporations and big trade unions appear to

the public as institutions so caught up in the pursuit of their own interests as to have lost the capacity for real concern about the possible effects of their actions on less fortunate members of the Canadian community.

A serious indictment

These then, are the principal criticisms. If they are well founded—and, in my view, they have at least some basis in fact—they represent a serious indictment. Taken together, they paint a picture of an industrial relations system in trouble. And they perhaps justify a search for basic alternatives. Well, let us look at some of the possible alternatives. **Let us see if we can find in the experience of others something less prone to problems and better suited to Canadian needs and aspirations. Let us look briefly, and with an open mind, for a better model.**

At the outset, we can reject out of hand the procedures that pass for labour-management relations in those countries, whether left or right, in which a totalitarian state endeavours to control all aspects of life. These procedures dispose efficiently of the strike problem, and they dispose with equal efficiency of what some people would describe as corporate misbehaviour. But they dispose also of individual freedom, a price we are not prepared to pay. And can anyone seriously believe that, in the long run, they will prove to be well suited to the aims and aspirations of ordinary human beings?

Another possibility, often talked about, is the system for which Australia and New Zealand provide the main contemporary models—a system based on free collective bargaining, but requiring dispute settlement by compulsory arbitration. Against a long history of public acceptance, such a system can be made to work. But a recent series of articles by a Canadian scholar, Frances Bairstow of McGill University, does not make it look attractive. She paints a picture of a system burdened by procedures that Canadians would regard as cumbersome and legalistic.

Although I sometimes hear people in Canada talk wistfully and rather superficially about the miracles that might be produced by a system of labour courts, I rarely encounter an employer or a trade unionist who would



favour the general introduction of compulsory arbitration. I see nothing in the present situation in Australia and New Zealand that would encourage me to believe that a system of compulsory arbitration gets rid of strikes or other signs of industrial unrest. If anything, I am struck by the fact that, in these countries as in Britain, there is a growing inclination to adopt elements of what might be described as the North American model—the very model we are busy criticizing.

We can pass quickly, I think, over the form that industrial relations takes in Japan. It seems to work. Some people would say that, in economic terms, it has been working wonders. But it is so clearly a product of Japanese cultural values—values that, among other things, make an employee reluctant to complain and an employer willing to assume a lifetime responsibility for the physical and social needs of his employees—that it would surely be a waste of time to try a transplant. If we are to take on another model, it will have to be one that feels at home in our own culture.

European models

There are other possibilities in Europe. Sweden, for example, where trade union organization extends to 90 per cent of all industrial workers, where industrial relations have been characterized by a low incidence of strikes and a high degree of stability, and where intervention by the state mediation service is a relatively rare phenomenon. This is a record to envy, but it would be wrong to assume that we in Canada could adopt the Swedish model. For it is based on a degree of state regulation of economic and social life that Canadians would find unacceptable, and it is made possible by a degree of organizational centralization, among both employers and trade unions, that does not and perhaps could not exist in a country with physical characteristics that tend to favour a fair degree of decentralization.

Many of the same things could be said about other European models, including particularly the one found in the Netherlands. The Dutch system has also produced a high degree of industrial relations peace and stability. But it, too, involves a substantial amount of state planning and regulation and an extensive system of consultation with employer and trade union groups that are highly centralized.

I could go on this way at greater length, carrying the search for basic alternatives to other countries like France and West Germany and Italy and Denmark. But I am not sure it would lead anywhere. From what I have already said, it is fair to conclude that the search for a new model is not likely to succeed. It is not likely to succeed for the reason I suggested at the beginning of my remarks: that our system of industrial relations lies very close to the centre of our economic and social life. As such, it is a compound of Canadian values and tendencies and ways of looking at life. The same can be said about the systems of industrial relations that have developed elsewhere. To a considerable extent, each and every one is and must be the product of the environment in which it operates.

And it should be noted that all of the foreign systems to which I have referred have recently been showing serious signs of strain, exhibiting many of the tendencies that have led to concern and criticism in Canada. The fact of the matter is that, in all parts of the industrialized world, systems of industrial relations are feeling the pressures of rapid economic and social change and are responding with only limited success.



No, I am not much impressed by the search for basic alternatives. I doubt that there are any. I know of none that would look both feasible and attractive in a Canadian setting at the present time. There are foreign concepts and techniques that we might in the long run be able to adapt and put to use. There are foreign attitudes, suitably modified, that we might in the long run try to emulate. We can learn from others. But, in a very fundamental way, we must live with a system of industrial relations that has its foundations embedded in Canadian soil. And, if we are looking for the means to improve it, we must rely largely on Canadian materials and parts. For, in the last analysis, Canadians must understand and accept and feel comfortable with their system. This is not to say that we can sweep our problems under the rug or fall back on the comforting illusion that all is well. The problems remain and must be tackled.

My approach is a simple one. Big problems rarely disappear of their own accord. And they can rarely be disposed of by a miraculous wave of the wand. For the most part, they have to be solved by effort—sustained effort by a lot of people on a number of fronts. In talking today about our industrial relations problems, this is the only kind of solution I can offer you. **Some part of the solution may be found in an improved legal framework and, as you know, the Government has announced its intention to introduce, at the present session of Parliament, a comprehensive revision of the Industrial Relations and Disputes Investigation Act.** I am satisfied that the revision will be worthwhile and will represent progress. I am also satisfied that it will not bring us to the promised land. In industrial relations, as in other aspects of human relations, law has limitations.

For a large part of the solution, we will have to look elsewhere. We will have to look at the workplace to determine whether it is really fit for modern man. We will have to look at the way in which jobs are designed and work is organized, to determine whether there are ways and means of restoring greater scope for human initiative and pride. We will have to look at the concepts and techniques of personnel management to determine whether they are designed to encourage human participation. There is much to be done in examining the badly neglected motivational side of industrial relations. I for one suspect that some of the root causes of our trouble

are to be found there. The suspicion stems from my personal experience with a variety of disputes in which the search for a sensible settlement has been unreasonably prolonged because of an underlying and deep-seated current of rank-and-file frustration—a frustration that neither employer nor trade union officials could fully understand.

We will have to look at the structure and quality of our employer and trade union organizations. When I look at some of these organizations, when I see the way in which their lines of authority and responsibility run, when I sense the inadequacy of the resources they are willing



or able to devote to an increasingly complex set of issues, I am sometimes amazed that we are not plagued with even more trouble than we have. I am frankly not satisfied that all of our corporations and trade unions are equipped to participate in the delicate business of industrial relations.

Communication problems

We will have to look in a practical way at the communication problems that plague our institutions, employers and trade unions alike. How can we expect people to respond to the real requirements of an organization if they have been given little or no opportunity to appreciate its aims and objectives, and have been denied information about its present condition? I ask that question because it needs to be put to corporations on behalf of their managers, supervisors and employees, and be-

cause it needs to be put to trade unions on behalf of their officers, stewards and members. And, in the context of industrial relations, the same question needs to be put to employers and trade unions jointly, because unless the importance of the question is understood, there is little hope for a basic improvement in labour-management relations.

This brings me to the problem of training and education. **How many Canadian corporations have an industrial relations training program of which they can be proud—a program that provides the lowest level of supervisor with the skills he requires to do a sensitive job? How many Canadian trade unions have a well-run education department, properly staffed, properly financed, properly equipped to provide members of the union hierarchy and the rank and file with a genuine understanding of the issues that have to be dealt with in the negotiation and administration of a modern collective agreement?** I think most people would agree that, if they were available, honest answers to these questions would be depressing. And yet, surely we must know that educational shortcomings lie at the very foundation of much of our industrial relations trouble.

The government role

And what can be said about governments in this field? Not much that stirs the heart and mind. Traditionally, North American labour departments have been kept short of resources and low on the totem pole of governmental influence. Traditionally, they have adhered to a *laissez faire* philosophy, restricting most of their research to standard forms of statistical measurement, tending to their regulations, and looking beyond them only when forced to do so by unforeseen events, providing conciliation services on a fire-fighting basis only.

There is room for great improvement here. In the past two years, my Department has been hard at work re-vamping its approach to the provision of conciliation services. The revised approach, based as most of you know, on the use of industry specialists and a dedication to the principles of early involvement and preventive mediation, has shown some remarkable results. We have been pleased, for example, with its effectiveness: in the airline industry, where it has made an acknowledged contribution to the settlement of disputes that might have been very serious; in the railroad industry, where it has helped to identify and dispose of a number of major issues that could have resulted in a disruption of operations; on the Montreal docks, where, for the first time in years, it has helped to establish a continual

dialogue between labour and management about problems of productivity and employee welfare; and even in the towboat industry on the West Coast, where it failed to avert a painful strike but helped the parties come to grips with problems that had been plaguing their relationship for a long time. Other examples might be given but would be superfluous. The fact is that we are now sold on the approach, and intend to devote increased resources to its development and refinement.

We will soon be engaged in a searching examination of the effectiveness of existing programs and the possibility of new programs that relate to industrial relations. The examination will not be based on any narrow concept of our role, because I am now quite convinced that we cannot afford the luxury of ignoring any of the causes of industrial unrest. Within our field of jurisdiction, we intend to be an active agent of the public interest—helping labour and management to identify and diagnose and prescribe remedies for their underlying problems. We hope that, in moving this way, we will have the full support of labour and management, with whom we plan to work in closer and closer co-operation. Indeed, we hope that, as the program proceeds, we will be able to devise machinery for improved consultation between labour, management and government about the whole range of social and economic policies that provide the backdrop for labour-management relations.

As I see it, we have a system of industrial relations that is battered and bleeding and very much in need of repair, but basically sound. As I see it, it can be restored to health, not by miraculous transplants, but by a painstaking program of increased effort on the part of all concerned. I think we all know what is needed. I would strongly suggest that we get on with the job.

The outlook, at the moment, is uncertain and, given the relationship between industrial relations and social stability in a troubled time, that is not good enough. It is my intention to ask labour and management to work with government in ways that will produce a steady improvement in the prognosis. I intend to keep asking until I get the right answers.

(The foregoing article was taken from an address by federal Labour Minister Bryce Mackasey to a Montreal conference of the National Industrial Conference Board in October 1970).

A strictly Canadian event

"The CBRT convention was strictly a Canadian event—the Brotherhood is the oldest and one of the largest national unions. But there is an element of inconsistency in the editorial clamour for more Canadian union autonomy when a major convention of a union that has enjoyed this autonomy for 62 years is virtually ignored by the media." The words are those of Ed Finn, Research Director for the Brotherhood and they appeared in his column in the *Toronto Star* on September 21, 1970. Mr. Finn went on to say that "the CBRT has been an independent Canadian union since 1908, when the original founders, headed by A.R. Mosher, broke away from an international railway union in Moncton. Since that time, it has not only survived many years of bitter conflict with American unions, but has proved beyond doubt that Canadians can organize and run their own unions. . . ."

The 28th triennial convention of the 33,000-member Canadian Brotherhood of Railway, Transport and General Workers took place September 14 to 19 in Québec City. The convention was described by Finn as "an example of union democracy in action." He contends that, "unlike most other unions, the brotherhood pays all expenses of convention delegates—including lost wages—out of a special fund, ensuring that all its locals from coast to coast are represented. These delegates are always in complete control," he added.

Richard Greaves, Business Agent of the CBRT's Seaway local on the Welland Canal, ran for the presidency vacated by William Smith, who passed the compulsory retirement age of 65, but was decisively defeated by former Secretary-Treasurer Donald Secord, 59. Secord, son of a Kingsville, Ont., railway conductor, has been a member of the CBRT since 1929. He has served the union on a full-time basis since 1948. William Smith had served as CBRT president since 1955. Donald Nicholson, 52, a union representative for rail workers in Toronto, was

elected National Vice-President to replace M.K. Carson and Richard Gingerich, of Kitchener, Ont., was elected National Secretary-Treasurer. Returned by acclamation to his position as National Vice-President was J.A. Pelletier, 52. There was one change in regional vice-presidents when James Hunter of Toronto replaced F.C. Johnston as the Great Lakes Vice-President.

Wage guidelines, pensions, and improved social legislation were the three most important issues in the CBRT's policy statement. The Brotherhood opposed the 6 per cent ceiling on wages. The statement on pensions pointed out the necessity for additional, improved pension coverage, and reaffirmed the Brotherhood's call for improvements in the CN pension plan. Six subjects of major importance examined in the policy statement on social legislation were: medicare, housing, guaranteed annual income, taxation, consumer protection and pollution control.

Among the resolutions passed were a demand for the expansion of the union's education services and a request that action be taken to cope with harassment from other unions. Delegates endorsed also the principle of equal pay for equal work, supported the extension of unemployment insurance coverage to hospital workers, and urged the federal Government to revive the Canadian shipbuilding industry. They called for increased income tax exemptions for single and married persons, demanded changes in the National Transportation Act that would force the railways to expand rather than reduce their passenger services, and called for removal of the 2 per cent cost of living ceiling on the Canada Pension Plan.

D. N. Secord



Book reviews

Manpower & Planning: 9 Papers presented at a symposium conducted by Industrial Relations Counselors Inc., held at Morristown, N.J., September 25-27, 1968. Industrial Relations Monograph, No. 31, Industrial Relations Counselors Inc., New York 1970.

In earlier attempts to isolate the variables that lead to or obstruct economic growth, capital was seen as the key to economic progress. Recently, attention has shifted to the human resource input, and with the recognition of its great importance has come renewed interest in manpower planning in both government and business.

"The days when the personnel man could draw on the ranks of the unemployed for a supply of additional workers are gone forever." Every firm competes for manpower with every other firm, government agency and educational institution. Workers have choices of jobs and, given our level of affluence, they seek work that is meaningful and well paid. Ensuring a supply of qualified manpower requires more than lip service to the concept of manpower planning. In spite of our concern over manpower problems, very little systematic forecasting and planning has been carried out.

The symposium produced a compilation of a series of enlightening articles by representatives from the federal Government and several pioneering companies that had explored their common problems. The collection of their experiences in this volume should make a significant contribution to both government and company efforts for better planning and the most effective use of manpower, "the nations most valued resource."

The problems explored in these papers raise outstanding implications for an urgent need for systematic human resource development programs at the domestic, and, even more crucial, international levels. If our capital investments are to continue to be effective, then, even in the most sophisticated economic systems, human resource investment must take precedence. The conclusion is drawn that some of the most recent approaches to manpower planning are rendered obsolete by Manpower & Planning's encounter with future problems."

European Economic Integration and the Movement of Labour, by L. C. Hunter and G. L. Reid; Industrial Relations Centre, Queen's University, Kingston, Ontario; Research Series No. 9, 38 p.; \$2.00.

Professors Reid and Hunter, who are both Senior Lecturers in Applied Economics at the University of Glasgow, have reviewed the evidence of economic integration within the European context in a research paper based on a chapter "Integration and Labour Migration" in the Industrial Relations Research Association's volume, *International Labor* (New York: Harper & Row, 1967).

Within a country's labour markets, obstacles to the voluntary movement of labour may prevent supply adjustments to changing conditions, giving rise to a less than optimal distribution of labour resources unfavourable to the economic growth and welfare of its population. In the case of the international movement of labour, "voluntary mobility" may be further inhibited by special political and institutional factors, differences in language, social customs and economic organization. "The integration of economies may seem to offer an opportunity for removing some of the social and economic obstacles to international labour mobility and hence to improve the efficiency of labour-resource allocation."

An explanation of the interrelationship between integration and international labour mobility poses the following questions: How far have postwar international movements of labour acted as a balancing factor in national labour markets? To what extent has integration affected international mobility? And how is this mobility likely to be affected by future economic integration?

This study examines, in four parts, the implications of these questions with particular reference to the experience of Western Europe. Section 1 is concerned with a brief exposition of the role of migration in international labour markets, the kinds of barriers that may inhibit such mobility, and the impact of integration on these barriers. Section 2 reviews the main currents of labour migration in Western Europe in the postwar period, identifying three rather distinct phases in the pattern of migration. Section 3 examines some examples of western European experience of migration and integration. Finally, in Section 4, conclusions are drawn concerning the relative effectiveness of integration and other policies as a means of improving the flow of international migration and the allocation of labour resources among countries.

Reid and Hunter conclude: "The long-term interests of countries and workers concerned require not only co-ordination of labour supply and demand in the short term, but also integration of manpower, social and economic policies so as to remove the barriers that hinder desirable movement and settlement of labour."

Price indexes

Consumer, September

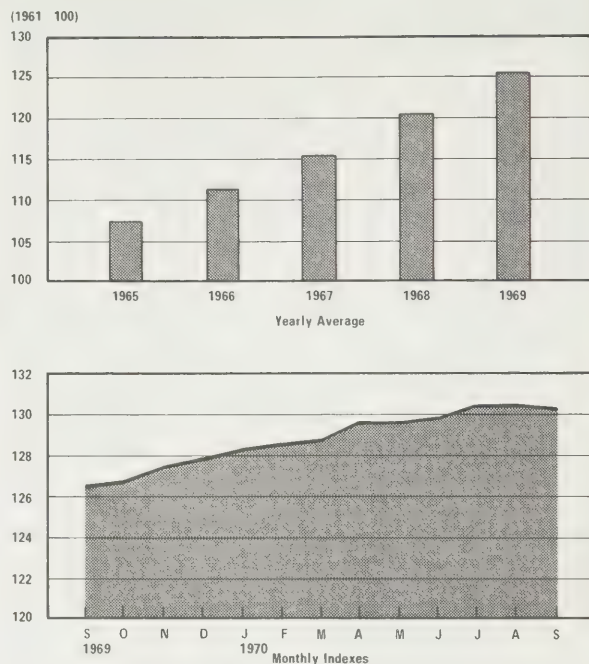
The consumer price index (1961 = 100) declined 0.2 per cent to 130.2 in September from 130.5 in August, and remained 2.8 per cent above its September 1969 level.

The food index dropped to 130.2 from 130.5 mainly because of seasonal declines for fresh vegetables and fruits and lower prices for beef, pork and poultry. Among fresh vegetables, prices decreased 20 per cent or more for potatoes, onions, turnips, cabbage and tomatoes. Most fresh fruits (except apples), citrus fruits, frozen and canned orange juice, also declined in price. Meat, fish and poultry prices, on average, declined 1.3 per cent—their largest August-to-September decrease since 1961, and there was a drop of 0.3 per cent in the price of eggs. Among staple foods, bread prices decreased 0.6 per cent; butter declined slightly, and margarine increased 3.7 per cent. Baby food prices moved down 2 per cent.

The food index for September was 1.2 per cent higher than a year ago. The component for food consumed at home decreased 1.8 per cent, and restaurant meal prices were 0.7 per cent higher than in August, and 6.5 per cent higher than in September 1969.

The housing index rose 0.2 per cent to 131.8 from 131.5, and was 4.9 per cent above the September 1969 level of 125.7. Among items that advanced in price were new houses, repairs, property taxes and rents. Rents, which rose 0.2 per cent in September, have advanced only 0.5 per cent in the third quarter of 1970, which is about one half as large as the increases during the corresponding periods in 1968 and 1969. With lower prices for appliances, broadloom, and some household equipment outweighing higher prices for furniture and household textiles, the price level for the household operation component as a whole declined slightly.

Consumer Price Index



The clothing index rose 0.6 per cent to 127.0 from 126.2, and was 1.4 per cent higher than in September 1969. Price increases for men's wear, 1.8 per cent, were responsible for most of the advance in the clothing index. Above-average increases occurred in the price of men's underwear, windbreakers and hats, and there were slight increases in the price of women's wear. The level of children's wear was also only slightly higher than in August.

The transportation index, at 125.3, was unchanged, and was 3.6 per cent above the September 1969 level. Prices of tires and gasoline declined, but increases were registered for automotive repair jobs.

The health and personal care index decreased 0.1 per cent to 140.1 from 140.2 as a result of lower prices for some toiletry items such as toothpaste, cleansing tissues, razor blades and shaving cream. Partially offsetting these decreases was an increase in the price of toilet soap. The health and personal care index stood 3.8 per cent above its level in September 1969.

The recreation and reading index rose 0.4 per cent to 133.0 from 132.5. Reading material advanced in price as a number of magazine subscription rates increased. Since September 1969 the average price of Canadian newspapers had increased more than 13 per cent. The price of bicycles advanced in September due to the removal of sales prices in scattered outlets; this item was nearly 2 per cent less expensive than a year ago. The price of portable television sets declined 2 per cent due mainly to sales in Montreal, Toronto and Halifax. Between September 1969 and September 1970, the recreation and reading index moved up 3.9 per cent with about two-thirds of this increase due to higher prices for newspapers and magazines. The tobacco and alcohol index was unchanged from its level of 126.4 in both August, and in September 1969.

City consumer, September

The consumer price index (1961=100) decreased substantially in six major eastern cities; in the prairie centres there were increases ranging from 0.3 per cent in Saskatoon-Regina and Edmonton-Calgary to a decline of 1.1 per cent in St. John's, Nfld.

Housing indexes rose slightly in seven cities, declined marginally in one, and were unchanged in two. Clothing prices were higher in all cities except Halifax and Winnipeg where declines were recorded. The transportation and the health and personal care components registered mixed movements. Increased magazine subscription rates and television repair charges were mainly responsible for advances in all recreation and reading indexes; tobacco and alcohol components were unchanged.

Regional consumer price index point changes between August and September were: St. John's -1.3 to 121.3; Halifax -1.2 to 124.1; Montreal -0.5 to 124.3; Toronto -0.4 to 127.3; Ottawa -0.3 to 127.7; Saint John -0.2 to 123.8; Vancouver +0.1 to 123.5; Winnipeg +0.2 to 127.6; Edmonton-Calgary +0.3 to 126.1; Saskatoon-Regina +0.4 to 122.8

Wholesale, September

The general wholesale index (1935-39=100) advanced slightly in September to 284.0 from the revised August index of 283.9. It was 0.2 per cent higher than the September 1969 index of 283.4. Three of the eight major group indexes were higher, and five declined.

The vegetable products group index rose 0.6 per cent to 237.5 from 236.2 as price increases for grains, and livestock and poultry feeds outweighed price decreases



recorded for potatoes. An advance of 0.3 per cent to 225.3 from 224.6 in the chemical products group index reflected higher prices for soaps, detergents and organic chemicals. The non-metallic minerals products group index moved up 0.2 per cent to 214.8 from 214.4

The animal products group index declined 0.3 per cent to 320.6 from 321.6 on lower prices for cured meats, fishery products, and dressed fowl. Decreases of 0.2 per cent or less occurred in four major group indexes: non-ferrous metals to 275.1 from 275.6, wood products to 372.5 from 372.8, textile products to 256.9 from 257.0, and iron products to 305.7 from 305.8.

U.S. consumer, September

The United States consumer price index (1957-59=100) increased 0.5 per cent in September to 136.6 after adjustment for seasonal factors. The index was 136.0 in August, and 129.3 in September 1969. Food prices declined much less than usual.

Housing costs increased sharply, as did the price of fuel, particularly gasoline, fuel oil and coal. Clothing, transportation, the cost of medical and hospital services, taxes, mortgage interest and most services also were higher.

One result of rising prices was that real weekly purchasing power of workers fell more than 83 cents from August to September. This was the sharpest decline in 21 months in net spendable earnings.

British retail, July

The British index of retail prices (January 16, 1962=100) was 140.9 compared with 139.9 at June 16 and 132.1 at July 22, 1969. The increase was due to advances in the prices of many goods and services particularly fresh fruit, meat, second-hand cars, telephones and road passenger transport. Price of potatoes and tomatoes declined. The index for foods, the prices of which show significant seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 150.0 and for all other items of food, 140.6.

Food: Increases in the average levels of prices of vegetables (other than potatoes and tomatoes), fresh fruit, beef and other meat, sweets and chocolate, tea and biscuits,

was partly offset by a decline in the prices of potatoes and tomatoes. Comparatively high prices for fresh peas and runner beans were mainly responsible for the increase in the vegetables group. The index for foods, the prices of which show significant seasonal variations, declined 4.5 per cent to 150.0 compared with 156.9 in June; for the food group as a whole it was 142.1 compared with 141.6 in June.

Durable household goods: There were increases in the average level of prices of most articles included in this group the index of which rose to 126.8 compared with 125.1 in June. **Transport and Vehicles:** Mainly as a result of rises in the average level of prices of second-hand cars and petrol, and higher bus fares in some areas, the index for this group advanced to 132.9 compared with 131.0 in June. **Miscellaneous goods:** There were rises in the average levels of prices of many of the items included in this group, and the index rose to 143.3 compared with 141.7 in June. **Services:** Mostly as a result of increases in the average levels of telephone charges and of charges for admission to cinemas, the index for this group as a whole rose to 156.0 compared with 151.6 in June. **Meals bought and consumed outside the home:** There was an increase in the average level of prices in this group, and the index rose to 146.2 compared with 146.0 in June.

Spotlight on the economy

Part 2

"To what extent is the Canadian economy falling short of its potential?" asks the Economic Council of Canada in a report titled "Performance and Potential; mid-1950s to mid-1970s." The 85-page report is a supplement to the Council's seventh annual review. "During the last few years," it states, "the Canadian economy has grown somewhat less rapidly than its potential rate of growth, particularly in 1970. Unemployment has risen, and employment growth has slowed. The volume of private capital investment has increased very little since the end of the investment boom in 1966. . . Price and cost advances have remained relatively high."

The Council warns that high unemployment will persist and grow until an annual rate of real economic growth in excess of 5 per cent, or more than double the growth rate in 1970, is resumed. The Council regards the recent and current rates of unemployment as "unacceptably high," and it notes that Canada probably has the highest unemployment rate of any major industrial country. To reach the target of full employment, which would mean an unemployment rate of 3.5 per cent, according to the ECC, the economy must overcome a number of problems. These include: a sluggish business investment outlook; the large number of university graduates ex-

pected to swell the labour force; increasing trade competition; uncertainty over protracted labour-management disputes and tax reform proposals; persisting price and cost increases; high interest rates; troubled financial markets; depressed profits; and concern over the U.S. economic slow-down.

The Council urges a swift return to a much stronger rate of growth to close the 4 per cent gap between actual and potential growth existing at present. It speaks also of the need for sustained business investment to provide job opportunities in the economy. Between 1966 and 1969, business capital spending declined at an annual rate of 0.8 per cent. "It appears to be the pressure of demand and not the direct effects of expansionary policies that triggers the revival of business investment spending," the report observes.

The Council believes that a quick return to potential is not feasible. The federal Government must begin loosening further its fiscal and monetary restraints because of the "time lag" between when the action is taken and when its effects will be felt in the economy. Changing course now from present restrictive policies won't affect the economy for some months. "The central challenge is to begin to close the gap between actual and potential performance as soon as possible—to begin to reduce the significant human and economic costs of high unemployment—bearing in mind the need to maintain reasonable stability of prices."

The report expresses particular concern about the state of the construction industry and the outlook for housing: "The construction industry is in a deeply troubled condition, and it appears that industry, unions and governments are not working together to solve critical problems." The ECC calls for a special inquiry, "on the basis of federal-provincial consultation," into the problems plaguing the industry. These include productivity, wages, costs and prices, and sustained employment. The study would be devoted to possible techniques for increasing productivity. "Housing is clearly in short supply, and the need for it will be rising strongly for a long time."

The report goes on to enumerate some of the many economic challenges facing Canada in the 1970s. "A very large rise in employment will be needed to reach the full employment potential of the economy by 1975—about 1.3 to 1.4 million more jobs than now exist. Moreover, over the 1975-80 period, about 1.2 million additional jobs will be required." Along with this, there will be a need for a large rise in new capital investment.

The maintenance of a strong growth rate in productivity—that is, the efficiency with which labour, capital and other productive resources are used—will also pose a major challenge.

"A new ingredient in the challenges both for adequate job creation and for productivity growth in the 1970s will be the unprecedented flow into the labour markets of high-level manpower from the post-secondary educational systems," the report continues. "This influx of highly educated manpower should provide some of the initial returns from the vast public investment in education that was made during the 1950s and 1960s...but greater attention needs to be directed to the possibilities here, and various adjustments are needed in the private and government sectors of the economy in order to employ effectively and productively the rapidly rising volume of high-level manpower." The Council adds that adjustments in the recruiting and manpower utilization policies are also needed. "Adjustments may also be required in the attitudes and training of some of these highly educated young people whose schooling could prove to have been too highly concentrated on academic matters in the light of the types of jobs that are most likely to become available during the 1970s."

Behind these formidable challenges lie others—"the challenge of generating a large (but not excessive) growth in demand, the challenge of achieving a high rate of domestic savings and adequate access to external capital, the challenge of facilitating flexible adjustments to fundamental structural changes in patterns of production and consumption, to mention only a few."

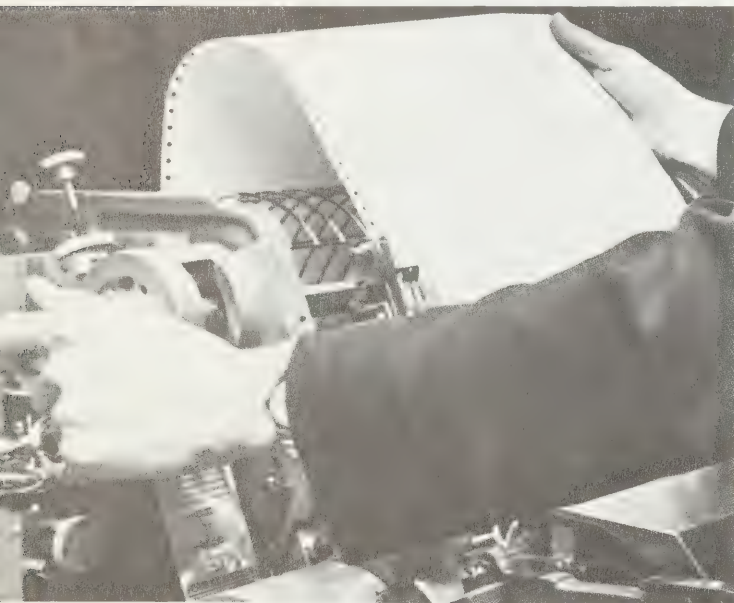
The ECC views the maintenance of price stability as a "long-run challenge" that should be viewed as a continuing task for the whole decade ahead. There are two special problem areas to which Canadians will need to devote more attention in the 1970s. One is the challenge of finding appropriate conditions under which the construction sector, which has become a major source of instability in the economy, may better serve the public interest and its own interests. The other is the even more important challenge of finding effective means for limiting the broad tide of inflation flowing from the rapidly growing service sectors of the economy—health and education, government administration, public transportation, and even many of the commercial services...In these sectors, measured productivity increases appear to be low, and price increases strong and sustained."

The more equitable distribution of rising incomes will come into greater prominence as a social and economic goal in the decade ahead, the report concludes. "Narrowing regional economic disparities and eliminating poverty clearly need, and will claim, increasing emphasis."

Resolving the problems of technological change

How do you reorganize a fullfledged government agency, introduce new equipment and work methods, and trim staff to modern requirements without a total upheaval? The men and women who work for the Unemployment Insurance Commission, from the Chief Commissioner down, know a lot about job insecurity. They deal with it every day in serving millions of Canadian workers. They also had to face the problem personally two years ago.

In the fall of 1968, as a result of a massive overhaul of the UIC organization and the introduction of computer services, more than 800 UIC employees found themselves in the position where their jobs could become redundant. Yet today, despite some internal turmoil and misgivings, the UIC is giving better service—and most of those 800 people are still working, even though their former positions have disappeared.



Successful labour relations depend on three basic features: conviction, co-operation and communication. Conviction is a strong point of UIC Chief Commissioner Jacques DesRoches, the man responsible for resolving the problems facing the UIC staff. "In February 1968," Mr. DesRoches recalls, "we estimated that 1,000 workers would find themselves redundant by the new technology

we had to implement, and through the general overhaul we knew was necessary. This was the biggest problem. We had to attack it objectively. First, we had to develop effective plans that would allow us to make the best use of our facilities and equipment. Then we had to consider the very real problems of our employees. In a development as big as this, planning is the key. You cannot be subdued by a fear of the unknown. What we did was to take the case of the redundant employees into our considerations in the very basic planning stages."

Naturally, in a reorganization, not all developments go smoothly. There are human factors that sometimes interfere with the orderly progression of the management charts. The UIC had its share of troubles. When the restructuring plans were disclosed in the fall of 1968, they weren't exactly greeted with joy in the UIC's offices throughout Canada. As one spokesman put it: "Up to that time, most public servants thought the only way they would ever get out of the Public Service would be either through retirement or when they were carried out. They just didn't believe that layoffs were possible. There were simply no precedents."

"There was a very strained atmosphere in November of 1968," says Des Roches. "We had to contend with a great deal of uncertainty that winter. I certainly had mixed feelings. I had to introduce this new system while at the same time resolving the question of these surplus people—not only to bring about economies in our organization, but also to develop an efficient workforce."

One spokesman for the Economic Security Employees National Association remembers this situation. According to him, plenty of resistance to the new organizational plan was building up. In October 1968, when the union began to take action, it found that it was poorly equipped to deal with management. "At that time," the union spokesman said, "we didn't have a contract. Management was acting within its rights. We had no say in these decisions, but we tried to convince them that something could be accomplished through consultations. Management, however, was standing firm on the need for layoffs."

But, as the weeks went by, the uneasy stalemate began to dissolve. Management exhibited a more receptive view to the strong and determined views being expressed by the presidents of the various union locals. By now, the ice had been broken, and a new sense of optimism was felt in the ranks of both management and labour. **And both sides were launching a concerted attack—not on each other, but against their common problems. Joint consultation committees were established in regional centres to deal with the problems caused by redundancy. The aura of uncertainty began to lift.**

"We tried to match our interests," says DesRoches. And though the union approached the situation with some doubts, it was soon convinced that management was sincere in its concern. "It wasn't clear sailing," one union spokesman admits. "But management bent over backwards, and frankness prevailed in all our meetings."

Even then, however, the rank and file members of the union were not convinced. There was a suspicion that the joint labour-management committees were window dressing. "The rank and file union members were upset," a union spokesman concedes today. "They thought that the union was selling them down the river. Many wanted to walk out on strike. It was a tough situation, for we couldn't give the members all of the information they wanted because it was confidential. Basically, I think they just didn't trust their union representatives."

But the joint committees buckled down to their tasks. First, a decision had to be made on just how much notice of a layoff would be given. It ended up with a six months notice for people who would have to leave the UIC. Management next placed a freeze on normal staff recruitment. Normal attrition would be used as effectively as possible to reduce the redundancy problem. Then came the big question: What could be done to retrain the surplus employees who would remain with the Commission, and what could be done to assist those who, after all the negotiations, would have to leave?

The labour-management teams responded. They set up a number of proposals that would reduce the number of redundancies. Retraining programs were instituted to qualify workers for other positions within the organization. Some found they could be relocated to new tasks. In some cases, position reclassifications resulted in a downgrading, but this was an expedient to be used only as a last resort. Happily for some workers, reclassification brought appointment to higher positions within the UIC. As winter waned and 1969 appeared, the ominous number of redundancies was dwindling away. Soon the regional joint consultation committees were working with job-search committees that had been es-



Jacques DesRoches

tablished to investigate alternative employment possibilities for UIC workers. Every suitable opening within the Public Service was considered. When adequate positions could not be located, the committees investigated all sorts of leads in private enterprise.

And there were real, human problems that had to be met head on. In most cases, these concerned individuals with medical and other personal conditions who just weren't in a position to relocate or take the alternate jobs that were normally available. These cases were dealt with through a system of careful reviews. Wherever possible, the employees concerned were directed toward alternatives that met with the requirements of the UIC and the individual.

It has been 24 months since the UIC faced the problems of reorganizing its services and trimming its staff. But it has been accomplished, and if you ask either union or management representatives about their success formula, you'll find that both sides have a deep and abiding respect for their opposite numbers. It can be said in a dozen different ways, but it is clear that the foundation stones of conviction, co-operation and communication—properly understood and properly applied provided the basis for that respect.

Labour legislation in 1969-70

Part 3: Workmen's compensation

Six of the provincial Workmen's Compensation Acts and the Workmen's Compensation Ordinances of the Yukon and Northwest Territories were amended in 1970. The changes made in these laws and their administration are described below.

Dependants' allowances

Widows' and children's allowances were raised in Nova Scotia. As a result, a widow or invalid widower is now entitled to receive \$100 a month instead of \$90; a child under 18, \$38 instead of \$30; and an orphan under 18, \$45 instead of \$35.

In Saskatchewan, the maximum funeral allowance was increased from \$250 to \$300. It was further provided that payment of benefits may be made, at the discretion of the Workmen's Compensation Board, to a child attending school to the age of 21, or to the end of the school term in which that age is reached, if later. Previously, benefits were payable only to the age of 21.

In Prince Edward Island, the maximum burial allowance was increased from \$300 to \$400, and the lump sum payable to a widow or invalid widower raised from \$200 to \$400. On remarriage, a widow is now entitled to a payment of \$75 instead of \$50 a month for 12 months.

In British Columbia, where benefits are increased at the beginning of each year by 2 per cent for every 2 per cent rise in the Consumer Price Index, a further 6.12 per cent increase took effect on January 1, 1970. Since January 1, 1966, pensions have risen 19.5 per cent as a result of the cost of living formula.

The increases which became effective on January 1, 1970 brought the widow's monthly pension to \$137.44. Monthly allowances for dependent children rose to \$47.81 for those under 16, \$53.78 for those attending school between 16 and 18, and \$59.76 for those attending school between 18 and 21. For orphan children, monthly payments were increased to \$53.78 for those under 16, and \$65.74 for those attending school between 16 and 21.



The British Columbia Act was amended to state that the recently enacted Age of Majority Act would not apply to sec. 17, which fixes the scale and duration of payment of dependants' allowances. Thus, children attending school between the ages of 19 and 21 continue to be eligible for benefits. Dependants' allowances and disability pensions in Québec are to be adjusted on January 1, 1971, in accordance with a 1969 amendment to the Act tying benefits to increases in the cost of living.

Ceiling on annual earnings

In British Columbia, the maximum annual earnings on which disability pensions and compensation payments are based were increased to \$7,600 from \$6,600, effective January 1, 1971, making the British Columbia ceiling the highest in Canada.

The increase results from a formula in the Act that provides for an automatic increase of \$1,000 in the ceiling when not less than 20 per cent of the workmen employed in industries under the Act earn more than \$1,000 in excess of the existing maximum, and not less than 45 per cent earn more than the maximum. The Industrial Composite of Average Weekly Wages and

Salaries in British Columbia for January 1970, published by the Dominion Bureau of Statistics, was used as the basis for determining whether these conditions had been met, and, according to the terms of the Act, the increased maximum wage rate is to go into effect for the succeeding calendar year.

Definition of accident

The definition of "accident" in the Saskatchewan Act was broadened to include any disablement arising out of and in the course of the employment, including disablement resulting from an industrial disease. In case of disease, the date of the accident is deemed to be the date of the disablement. The word "accident" has been given the same liberal interpretation in other provinces, enabling the Board to grant compensation for any disablement that can be shown to have been caused by the nature of the workman's employment, even though there has been no accident in the narrow sense.

Disability benefits

Provisions in the Manitoba Act were revised to make it clear that compensation for permanent partial disability is to be an amount sufficient, in the opinion of the Board, to compensate for the physical loss sustained. The Board is authorized to pay special additional compensation, in such amount as it considers just, where it is satisfied that the workman has suffered a loss in earning capacity that is proportionately greater than the physical impairment caused by the injury. The compensation may be increased during a period when the workman is taking approved rehabilitation training, if the Board is satisfied that training is not indicated, or if the Board has found that, after a fair and honest effort by the workman, rehabilitation has not been affective in improving his earning capacity.

The Saskatchewan Act was amended to provide for payment of compensation for temporary partial disability on the basis of loss of earnings, rather than on the basis of degree of physical impairment. As in a number of other provinces, compensation is to be 75 per cent of the difference between the average earnings of the workman before the accident and the average amount he is earning or is physically capable of earning, as determined by the Board, in some suitable occupation after the accident.

New clauses were added to the Nova Scotia and Saskatchewan Acts, making provision for payment to the dependants or estate of a workman who dies after receiving a permanent disability award, but whose death does not arise from the compensable disability. Under the Nova Scotia provision, if the workman dies before he has been paid 10 per cent of the capitalized value of the award, a lump sum equal to the difference between 10 per cent and the total payments made may be paid to his survivors. In Saskatchewan, where a workman receiving compensation for permanent disability dies from causes not attributable to his injury, and no compensation is payable to his dependants, one month's compensation is to be paid to his dependants.

Minimum payment for total disability

In Nova Scotia, a minimum payment of \$150 a month, instead of \$125, was established for permanent total disability. Where, however, a totally and permanently disabled workman has more than one dependent child under 18, or the age to which compensation is payable if the education of the child is being continued, his compensation may not be less than the amount payable to a widow with the same number of dependent children. This latter provision, which previously referred to children under 16, was revised to bring it into line with other provisions of the Act.

In British Columbia, as a result of the rise in the Consumer Price Index in 1969, the minimum monthly pension payable for permanent total disability was increased, from January 1, 1970, to \$165.61, and the minimum compensation for temporary total disability to \$35.85 a week, or average earnings, if less.

Recurrence of disability

The Nova Scotia provision governing benefits payable in case of the recurrence of a disability caused by an earlier compensable accident was amended. This provision takes into account an increase in the workman's average earnings between the time of the accident and a recurrence of disability occurring more than five years after the original accident. It now provides that a workman who becomes entitled to payment for either temporary disability or permanent total disability (previously, only temporary disability) as a result of the recurrence must be paid compensation on his average weekly earnings during the 12 months preceding the recurrence of the disability, if greater than his earnings at the time of his original disablement.

Clothing allowance

The Nova Scotia Board was authorized to pay a clothing allowance to an injured workman to compensate for extra wear on his clothing caused by the wearing of a prosthetic device. The allowance is not to exceed \$50 a year in respect of an upper limb prosthesis and \$100 in respect of a lower limb prosthesis.

Industrial disease

Industrial deafness resulting from prolonged and continued exposure to excessive noise in any industry was added to the schedule of industrial diseases in the Prince Edward Island Act.

Special payments

The Alberta Act was amended to authorize special payments from the Accident Fund to workmen in cases where the Ombudsman has recommended them, and where, in the Lieutenant-Governor in Council's opinion, the workman concerned would suffer an injustice or hardship if such payment was not made. The amount of the payment may be determined by the Lieutenant-Governor in Council, or the latter may direct the Board to refer the matter to the Supreme Court for an assessment of damages.

Coverage

In several provinces, new groups of workers were brought under the Act. In further implementation of a six-year plan to bring all industries except agriculture and domestic service within the scope of the Québec Act by October 1, 1972, a group of new industries and undertakings became subject to the Act, effective October 1, 1970.

These included: the wholesale or retail mercantile business, auction, packaging or marketing; wholesale trade, including the handling of grain, feed, flour, seed or cereals, the handling, cutting or preparation of meat, and the handling of fruit and vegetables; sale or distribution of dairy, bakery, distillery or brewery products, soft drinks, mineral or soda water; auction of animals; seed culture; publishing and editing; operation of checkrooms; and universities, institutes or educational establishments, conservatories, protection or rehabilitation schools, museums, libraries, social agencies, parish vestries or other similar types of enterprises.

In Saskatchewan, members of municipal volunteer fire brigades were brought under the Act on a compulsory basis. Formerly, coverage was elective, on the application of the municipality. As a result of another amendment, any employment by a municipal corporation, school board, public utility board, or any other board or commission operating a work or service for the province or a municipality, and including the University of Saskatchewan and the Wascana Centre Authority, was declared to be within the scope of the Act. Under the former wording of the Act, such employees were covered only if they performed work that would be within the Act, if carried on by a private employer.

The whaling industry is to be brought under the Nova Scotia Act on January 1, 1971, at the time the fishing, sealing and dredging industries are transferred from Part III to Part I (collective liability). Regulations in Québec and Saskatchewan provided that the wife or husband of an employer who is a sole owner or partner of an industry may be covered by the Act only upon request, in the same manner as coverage of an employer.

Other changes

Provision was made in Manitoba for an increase in the membership of the Board, which may now consist of a chairman and two or more commissioners. Appointment of members who might serve on a part-time basis is contemplated. The Board was authorized to administer any federal employment safety Act or regulation. Im-

munity to an action for damages, already applicable to the Board and its members, was extended to persons employed by the Board. A new clause was added, to the effect that members and employees of the Board are not compellable witnesses in a civil suit to which the Board is not a party in regard to information obtained by such persons in the discharge of their official duties.

In British Columbia, a second Board of Review was established to expedite appeals of persons whose claims have been rejected by the Claims Department of the Board. A Board of Review consists of senior officers of the Board and an independently appointed chairman.

A new rehabilitation centre was inaugurated in Montreal, making possible the centralizing of all rehabilitation services in one building.

Amendments to territorial ordinances

The Workmen's Compensation Ordinances of the Yukon and Northwest Territories were amended to raise the ceiling on annual earnings from \$5,600 to \$6,600. The new maximum was made applicable with respect to accidents occurring after April 1, 1970 in the Yukon and after January 1, 1971 in the Northwest Territories. Lower ceilings are applicable with respect to earlier accidents. The minimum compensation payable for total disability, either permanent or temporary, was raised by \$5 to \$40 a week, or average weekly earnings, if less.

Changes were also made in the coverage of the Ordinances. Employees of financial, insurance, real estate, brokerage or agency firms are no longer excluded. The professional workers now exempted are members of the legal, medical, accounting, dental or pharmaceutical professions (also, in the Yukon Ordinance, members of the orthopedic profession).

The subsistence allowance payable by the employer where a workman is receiving medical treatment at a place other than that in which he ordinarily resides was increased to \$8 a day in the Yukon and \$12 a day in the Northwest Territories.

In the Northwest Territories amendments, all of which are to take effect from January 1, 1971, dependants' allowances were increased. In respect of accidents occurring after January 1, 1971, an allowance of up to \$125 for the transportation of the workman's body, a widow's pension of \$110 a month, and a payment of \$55 a month to a dependent invalid child must be paid.

An allowance is payable under the Ordinance to all dependent children, other than invalid children, to the age of 16. At the order of the Referee, the employer may be required to continue payments to the end of the school year in which a child reaches the age of 21 (rather than 18), where the child is attending school and is making satisfactory progress. Orphan children, who are entitled to a payment not exceeding \$10 a month in addition to that payable to children with one remaining parent, must now receive the additional payment to the age of 21 years.

Part 4: Apprenticeship and tradesmen's qualifications

Legislative changes in 1969-70 in the field of apprenticeship and tradesmen's qualification were confined to minor amendments to the apprenticeship Acts of Newfoundland and Nova Scotia, and the issuing of some new or revised regulations. A few new trades were designated; training requirements for some of these trades were laid down in a specific trade regulation; and other regulations were amended to provide for changes in existing standards.

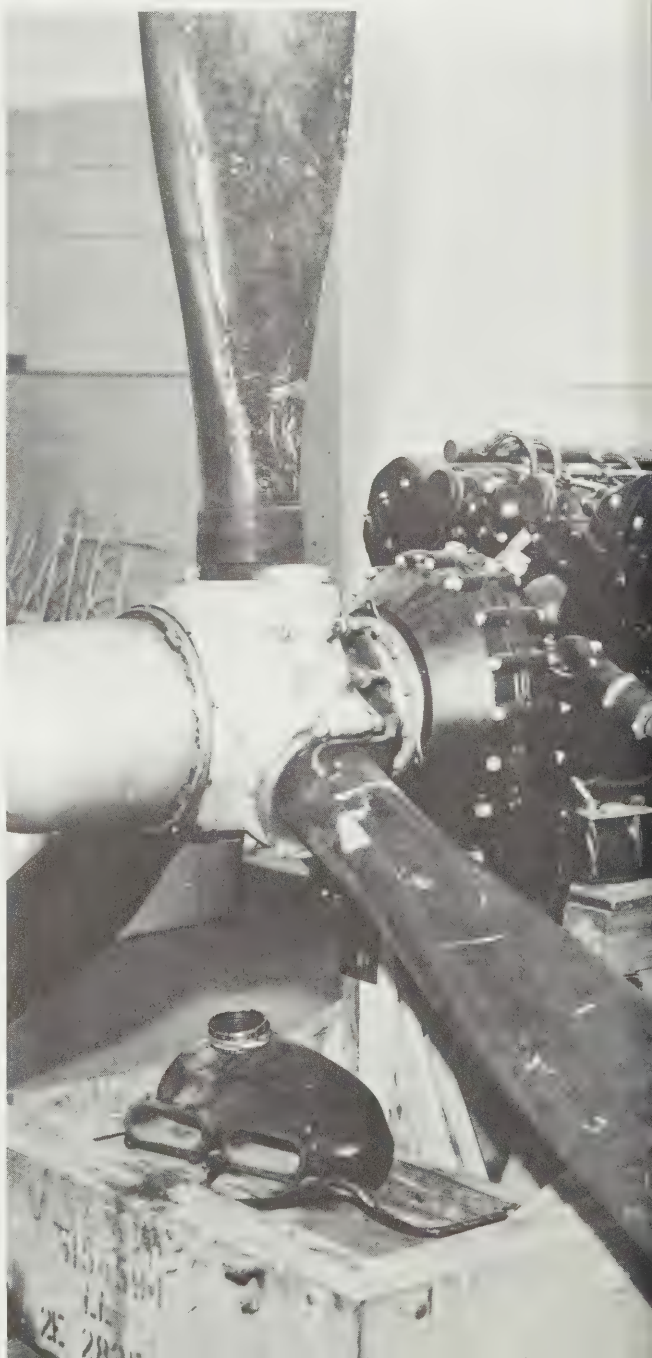
In British Columbia, a special public hearing was held by the Provincial Apprenticeship Committee concerning the designation of the automotive mechanical repair trade for compulsory tradesmen's qualification. A hearing was also held to hear representations with respect to voluntary certification of tradesmen in the trade of roofing, damp and waterproofing. Following public hearings, regulations were issued: (a) changing the name of the trade of glassworker to glazier, and revising the description of the trade; and (b) making provision for voluntary certification in the painting and decorating trade, on submission of proof of 6,000 hours experience in the trade.

Provision is now made for issuance of certificates of qualification by examination on a voluntary basis in 16 trades. A certificate of qualification is required in a number of trades (refrigeration, sheet metal, domestic radio and TV servicing, plumbing, sprinkler fitting and steam fitting and pipe fitting), either throughout the province or in some areas.

In Alberta, a new trade, that of agricultural mechanic, was designated. The conditions laid down for training in the trade are similar to those governing other trades under the Act. These include a minimum educational level of Grade 10 or its equivalent, unless a person is recommended by the local advisory committee and passes an examination prescribed by the Director. The

term of apprenticeship is four periods of 12 months each, each period to consist of at least 1,800 hours, including time spent attending technical classes. Time credits may be allowed for previous school or trade experience. Wages are to be 60, 70, 80 and 90 per cent of the prevailing wages of a journeyman. The trade of an insulator has also been designated in Alberta.

Regulations governing the trades of lather, floorcovering mechanic, glassworker, plasterer, carpenter and electrician were revised. Changes were made in the educational standard required for two trades; in the age requirement for the plasterer trade—at least 16 and not more than 28, formerly 21, or, if older, on the recommendation of the local advisory committee; and in the wage



rates of several trades. The training periods for the floorcovering mechanic and plasterer trades were reduced from four to three periods of 12 months each—1,600 and 1,800 hours per period.

Provision was made for voluntary certification in the glassworker, lather and floorcovering mechanics trades on the passing of an examination and on submission of proof of the required length of experience in the trade—four, three and three years. In the floorcovering mechanics trade, however, an applicant applying for a certificate in the period April 1 to September 30, 1970 could be issued a certificate of qualification without examination on the recommendation of the local advisory committee.

Trade rules were issued under the Manitoba Apprenticeship Act for three newly designated trades: industrial instrumentation, industrial welding, and glazier. The glazier trade is referred to as a subdivision of the painters and decorators trade.

No maximum age limit is placed on entry into apprenticeship in these trades. The educational level required is Grade 11 for industrial instrumentation, Grade 9 for industrial welding, and Grade 10 for glazier, or, in each case, the equivalent, with provision for exceptions on the decision of the Director. The term of apprenticeship for industrial instrumentation and glazier is four years, and for industrial welding, three years.

As is usual in Manitoba, none of these regulations sets a ratio of apprentices to journeymen. The ratio may be set from time to time by the trade advisory committee, with the approval of the Provincial Apprenticeship Board, based upon the ability of the trade to assimilate new apprentices.

Wages of apprentices in the glazier trade are to vary from 60 to 95 per cent of the prevailing journeyman's rate, with a five per cent increase every six months. The industrial instrumentation and industrial welding regulations provide for rates set by collective agreement, and give the Board the right to establish the starting wage rate and progressive increases up to the maximum rate in cases where there is no collective agreement.

A 12-month "open period" after the effective date of the regulations allows a person who is employed as a glazier, industrial instrumentation mechanic or industrial welder, and who can furnish proof that he has had at least six years experience, to apply, on the recommendation of his employer, for a certificate without examination.

In Ontario, a new regulation was made for the glazier and metal mechanic trade, and regulations governing barbers, hairdressers, chefs, watch repairers and radio and television service technicians were replaced.

The term of apprenticeship in the trade of glazier and metal machanic is four periods of 2,000 hours each. Where the apprentice has an Ontario secondary school graduation diploma or academic qualifications that, in the opinion of the Director, warrant a lesser period of training, each period is to be reduced to 1,800 hours. Wages are to vary from 60 to 95 per cent of the journeyman's rate, with a 5 per cent increase at the completion of each 1,000 hours of training.



With respect to barbers, the required hours of training were reduced from 1,800 to 1,500 for each of the three periods specified, the requirement already in effect for hairdressers. To become an apprentice in either trade, completion of Grade 9 or its equivalent is required. The regulations for both trades now provide for the granting of an interim certificate of qualification to a graduate student of a barbering or hairdressing school licensed by the Industrial Training Branch of the Department of Labour to teach these two certified trades. The interim certificate is contingent upon passing an examination prescribed by the Director, and the holder must work under the supervision of a qualified barber or hairdresser. He may apply for a certificate of qualification without examination upon proof that he has been employed full time in the trade for at least 12 months. Not more than three holders of interim certificates may be employed for each qualified barber or hairdresser. As a result of an increase in wage rates for hairdressers, rates are now 50, 70 and 90 per cent of the journeyman's rate in both trades.

Regulations for the trade of chef, revised in 1969, fix the same apprenticeship term as before—three periods of 2,000 hours each—but there is now provision for exceptions for a graduate of an approved cooking course or for a person who has had two or more years experience in the trade. For the trade of watch repairer, the term of apprenticeship was reduced from four to three periods of 1,800 hours, with corresponding changes in the wage rates from 30, 40, 50 and 70 per cent of the journeyman's rate to 40, 60 and 80 per cent.

The term of apprenticeship for radio and television service technicians remains four periods of 2,000 hours each, but each period may be reduced to 1,800 hours if the apprentice's academic qualifications warrant it.

Regulations are now in effect for 32 trades. Certification is compulsory for tradesmen in 15 trades. These include barbers and hairdressers, air conditioning and refrigeration workers, electricians, plumbers, sheet metal workers, steam fitters, watch repairers, and seven of the 11 separate branches of the motor vehicle repair trade.

A person who is working in a trade when compulsory certification is introduced is given two years in which to qualify for a certificate of qualification. Under compulsory certification, a certificate of qualification must be renewed by a specified date each year.

Ten trades are open to voluntary certification. These are the trades of radio and television service technicians, chefs, cement masons, dry cleaners and launderers,

lathers, glazier and metal mechanics, and four branches of the motor vehicle repair trade. In the regulations governing seven other trades—bricklayers, carpenters, ironworkers, masons, painters and decorators, plasterers and bakers—no provision is made for either voluntary or compulsory certification.

The Nova Scotia Apprenticeship and Tradesmen's Qualifications Act was amended to define "apprentice" as a person who has entered into an apprenticeship agreement in a certified or designated trade, and to state that persons under 16 are not permitted to enter apprenticeship agreements. Although not previously stated in the Act, a minimum age of 16 years or more is set in the rules for each trade.

The provision enabling the Minister of Labour to appoint trade advisory committees consisting of three to five members was amended to provide for both province-wide and regional committees. The regional committees are to have a membership of three to five persons and the provincial committees five to seven persons.

The motor vehicle repair trade—bus and transport—was brought under the Nova Scotia Act in February 1970. Before this action was taken, a survey of employers in the transportation industry was conducted by mail, and the results showed that specific training in the repair of heavy transportation vehicles was required.

In New Brunswick, the apprenticeship program and the examination and certification of tradesmen are now carried on under one Act, the Industrial Training and Certification Act, which went into force on April 25, 1969. Under the new Act, the Industrial Training and Certification Board has designated 48 trades as being appropriate for apprenticeship and for the issuing of certificates of qualification.

General regulations were issued, applicable to any designated trade for which an apprenticeship training program is established. These regulations provide that: unless otherwise prescribed in trade regulations, the wage rates of apprentices must not be less than 50 per cent of the journeyman's rate for the first 1,000 hours of training, with an increase of five per cent for each 1,000 hours up to and including the sixth; not less than 80 per cent during the seventh and eighth 1,000 hours; and not less than 85 per cent during the ninth and tenth 1,000 hours. All employers and self-employed persons engaged in a trade must register, if requested to do so by the Director.

A certificate of qualification in a designated trade is valid for five years or such time as is prescribed in a trade regulation, and may be renewed without examination, on application and on payment of the prescribed fee not later than two years after the expiration date of the certificate.

Trade regulations have been published for five trades: barbering, electrical construction, motor vehicle repair (electrical and fuel systems), motor vehicle repair (mechanical) and motor vehicle repair (steering, suspension and brakes). These define the scope of the trade, and set out the working experience required for a certificate of qualification and the pass mark required in the examination. For electrical construction and motor vehicle repair (mechanical) five years of practical experience are required; in the other three trades listed above, an applicant must have had at least three years of qualifying experience. In nine trades (three of which are the several branches of the motor vehicle repair trade), certification is compulsory.

The Newfoundland Apprenticeship Act was amended concerning the power of the Lieutenant-Governor in Council to make regulations to add the authority to prescribe the functions, tasks and duties of a designated trade. The trades of ship welders, ship steelworkers, ship woodworkers, ship painters and ship mechanical trades—machinists, pipe fitters, sheet metal workers and engine fitters—were designated, and a plan of apprenticeship training for apprentices in these trades employed by the Newfoundland Marine Works Limited, Marystown, was approved by the Provincial Apprenticeship Board.

In Prince Edward Island, motor vehicle repair (mechanical) and plumbing have been designated as trades requiring certification of persons employed in the trade. Examining committees have been set up and examinations are available in the trades of electrical construction, plumbing, motor vehicle repair, carpentry, auto body repair, bricklaying and hairdressing. Provincial advisory committees have been established to advise the Department on matters affecting these trades.

The Québec Department of Labour and Manpower is preparing a general regulation under the Manpower Vocational Training and Qualification Act and also a series of regulations concerning the construction trades.

Part 5: Industrial safety

The practical application of the Canada Labour (Safety) Code was advanced substantially during the year. Fourteen federal-provincial agreements have been concluded, under which various technical and general industrial safety inspection services are provided by provincial inspectorates.

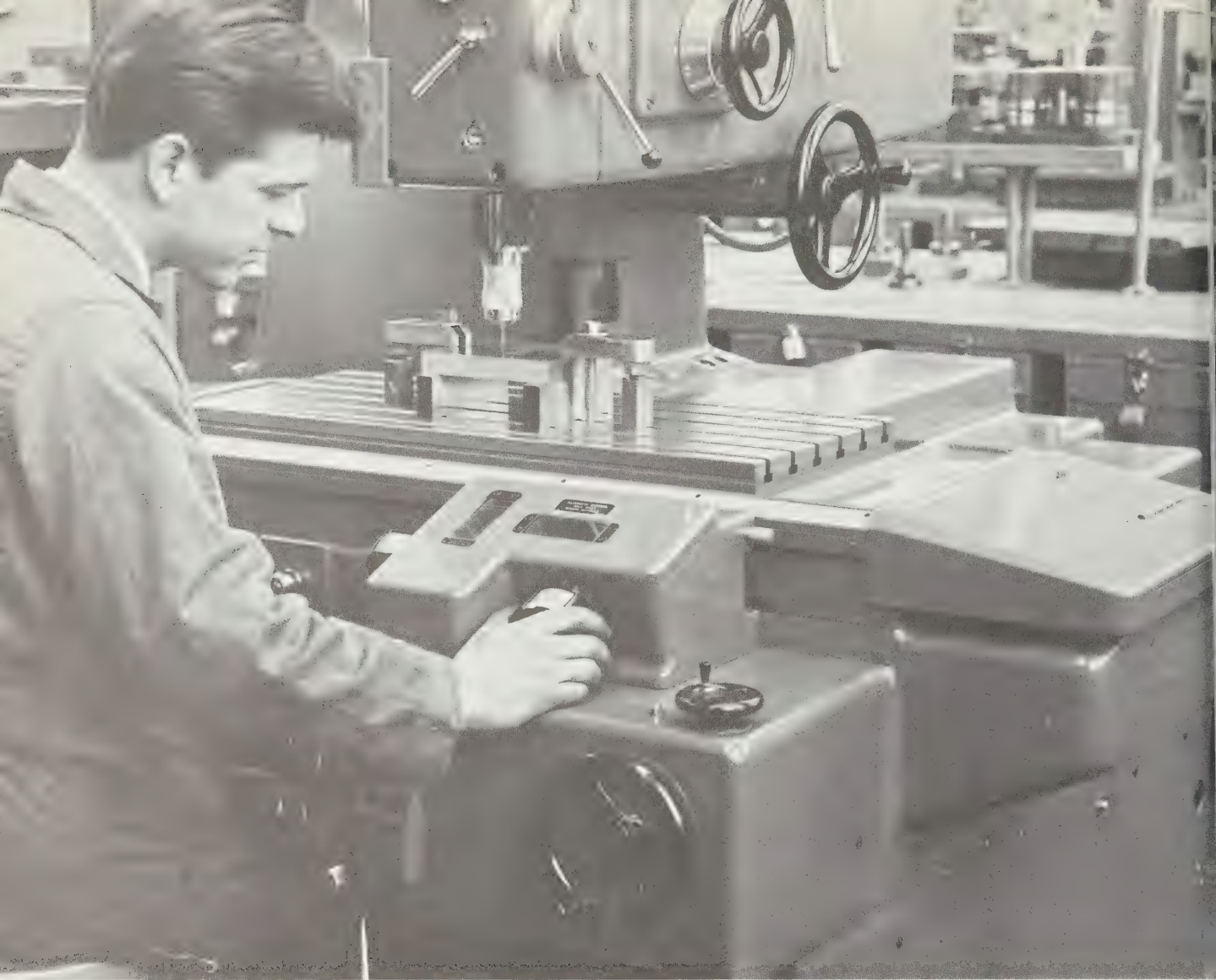
The Canada Boiler and Pressure Vessel Regulations, intended to ensure the safe operation of boilers and pressure vessels used in federal works, undertakings and businesses, were issued on October 1, 1969. Regulations dealing with 16 other important matters, each the subject of a separate regulation, are in the final stage of preparation and are expected to be issued shortly.

The Newfoundland and Saskatchewan Workmen's Compensation Boards issued new general Accident Prevention Regulations governing all workers except those covered by mining legislation. These constitute the main safety regulations in both provinces. Of special note are the safety rules in the Saskatchewan regulations for climbing hammerhead cranes, and a new provision stipulating that, effective January 1, 1971, pneumatic-tired farm-type tractors and certain front-end loaders must be equipped with roll bars or safety canopies.

The Newfoundland regulations contain rules for climbing tower cranes, and include an illustrated regulation for standard crane signals. Another significant provision requires pre-employment medical examinations—including chest X-ray—for foundry workers spraying asbestos thermal insulation. Such workers must wear positive pressure respiratory masks and impervious clothing.

Industrial Safety Regulations made under the Industrial Safety Act of Nova Scotia were approved on February 11, 1969. Provision is made for the adoption of standards published by the Canadian Standards Association, and specific CSA codes are adopted for electrical hazards, explosive-actuated tools, illumination, ladders and woodworking. The explosives rules are to apply in addition to the federal explosives regulations.

The Alberta Workmen's Compensation Board has replaced some of its safety regulations. Regulations governing the petroleum and natural gas industry, cited as the Oil Regulations, were updated. Three separate regulations dealing with building, construction and demolition, trenching, excavating, tunnelling and shaft sinking, and pipeline construction were combined and modernized.



In Ontario, the first-aid requirements of the Workmen's Compensation Board were replaced. These now apply to farm workers, brought within the scope of the Act in 1966. Employers are required to keep posted in conspicuous places the Board's poster respecting the necessity of reporting all accidents and receiving first aid treatment.

The British Columbia Workmen's Compensation Board established criteria on permissible noise exposure beyond which, in compliance with the noise hazard and hearing protection provisions of the Accident Prevention Regulations, employers must take appropriate measures to suppress the noise to the approved levels, and isolate exposed workmen or provide them with personal protective equipment that will effectively shield them from the harmful effects of the noise. In table form, the criteria range from one quarter of an hour a day exposure at 115

decibels to 8 hours a day at 90 decibels. The new regulation, effective April 9, 1970, also provides that exposure to impulsive or impact noise should not exceed 140 decibels peak sound-pressure levels.

Prince Edward Island passed its first Elevators and Lifts Act, providing for annual inspections, prior approval of installations and major alterations before commencement of operation, investigation of accidents, and the making of regulations. The Act is similar to the New Brunswick Elevators and Lifts Act. Regulations were gazetted under the Newfoundland Elevators Act, which went into force on June 1, 1970. These provide for the adoption of the standards specified in certain CSA and U.S.A. Standard Codes, lay down details of the drawings to be submitted for approval of the inspector, and fix the fees payable.

Several amendments were made to the Ontario Elevators and Lifts Act. The chief inspector is henceforth to decide the intervals at which elevators must be inspected. The drawings and specifications that are required to be approved before new elevator installations or major alterations are commenced must now be signed and sealed by a professional engineer. The maximum penalty for an offence has been increased from \$1,000 to \$5,000. A one-year time limit has been introduced for prosecutions under the Act. Several other Ontario safety laws were amended.

The definition of "logger" in the Loggers' Safety Act, 1962-63, was amended to include an employee of a logging operator while employed on a logging site, and the measuring of logs was included in the definition of logging operations. A further amendment made it clear that a person logging on his own behalf is exempted from the Act only where the logs are for the individual's personal use. The rules governing the reporting of accidents were brought into line with those laid down in the Workmen's Compensation Act. Compressors in remote locations to which persons do not ordinarily have access were excluded from the Operating Engineers Act, 1965, and provision was made for excluding other classes of compressors by regulation.

The Industrial Safety Act, which requires the submission of drawings and specifications for construction or alteration of factories and certain commercial buildings, was also amended. Plans submitted for buildings more than two storeys in height must now be signed by a professional engineer or architect.

Under amendments made to the Saskatchewan Boiler and Pressure Vessel Act, regulations may be made requiring the licensing of persons engaged in the repair, as well as the manufacture, sale or installation, of boilers, pressure vessels and refrigeration equipment. Certification provisions were modified and attendance requirements relaxed for low pressure boilers and steam or refrigeration plants. An installer's licence must be obtained prior to the installation of a boiler. Boiler and pressure vessel legislation was strengthened in Alberta and the New Brunswick regulations were updated.

At the end of 1969, Québec revised and modernized regulations under the Industrial and Commercial Establishments Act governing the handling and use of explosives on construction sites to provide added protection to the general public and maximum safety to workmen. An Explosives Act and regulations, in force from November 1, 1970, put explosives under strict control. Nova Scotia also laid down precautions to be taken against blasting hazards by strengthening the requirements laid down concerning explosives under the Construction Safety Act.

Important new legislation recently enacted in Alberta included comprehensive Electrical Safety Rules under the Electrical Protection Act, a Radiation Protection Act, and two important sets of regulations under the Public Health Act. One is a Laser Code of Practice to protect persons from laser operations, and the other a schedule of notifiable industrial diseases and provisions for notification, inspection and control, where such diseases occur.

The membership of the New Brunswick Industrial Safety Council was recently extended to include a member of the New Brunswick Forest Industries Safety Association and an additional person to be appointed at the discretion of the Lieutenant-Governor in Council. Membership of the Council, which is responsible for co-ordinating and promoting safety education programs in the province, previously consisted of a representative of employers and one of labour, the chairman of the Workmen's Compensation Board, the Director of Technical Services of the Department of Labour, and the chairman.

In British Columbia, a five-member committee, consisting of representatives of labour and management, with a member of the Workmen's Compensation Board as chairman, is studying the provincial Accident Prevention Regulations, as revised in 1966, and will advise the Board of any necessary amendments. If approved by the Board, the proposed revision will be circulated to all interested groups and considered at a public hearing before adoption.

Legislation on industrial safety is currently being studied in Québec. A revision of the Industrial and Commercial Establishments Act and regulations is contemplated. A Bill consolidating five technical safety Acts is under study by the Advisory Council on Labour and Manpower.

Accuracy and speed on the job

The emphasis that middle-aged workers place on accuracy rather than on speed creates special problems for their retraining, according to Dr. Eunice Belbin, Director of the University College London Industrial Training Research Unit, Cambridge, England, and her co-worker M.H. Toye. Their findings were published in the April 1970, issue of *Gerontology*. They examined such things as slow work habits acquired in training, job performance, pacing procedures, and skills required for high speed working. It was found that older people can learn to work faster if they overcome their obsession for accuracy.

The authors point out that a factor common to middle-aged workers is their greater respect for accuracy than for speed. This is why they usually make good inspectors. It may also account for high separation rates from conveyor line work in the 35-45 age group. It is apparently difficult for the middle-aged worker to resolve the conflict between his desire to complete a task to his satisfaction and the speed imposed by automatic machinery.

Experiments have shown that the effect of allowing people excessive time for one task increased the time required for subsequent and similar tasks. From this, it was concluded that speed of working tends to transfer from one situation to another similar one, or, in terms of Parkinson's Law "... not only does a piece of work expand to fill the time available, but once it has expanded, it continues to require more time."



This situation was found to be the case during experiments with the training of older adults in the London Postal School. **Two methods of teaching postal destinations were compared. One, a form of guided learning, led to a rather low final performance. The other, a form of cueing, achieved greater speed. Accuracy of performance was identical.** The interesting point was that, whenever the guided learning method preceded any other teaching method, the ultimate postal sorting rates were slowed down significantly. Method of learning, therefore, seemed not only to affect speed of performance, but it could also generate an adaptation to speed which persisted even when other methods were subsequently used.

The paper suggests that it is essential for older learners to be forced out of their "accuracy at all costs" idea if they are to work on a production job that demands speed. Obviously, the first possibility is to choose a method of learning that generates speed. This may not always be possible if the job makes equal demands on accuracy. A second possibility is to force the speed of performance on one easily accomplished task, or part of a task, in the knowledge that this speed will be transferred to similar tasks. This was done in the London

Postal School. It was found that if, initially, the sorting procedure on an easy discrimination task was speeded up, the older trainees' speed on subsequent more complex sorting could be significantly improved while his accuracy remained unaffected.

A third possibility tried was to "force the pace" on a learning task itself. This technique was found possible some years ago in burling—the locating of errors in woven wool and worsted materials. On this job, slow movements never achieved the final goal. Sensitivity to the small imperfections in the product could be attained only by rapid movements. Trainees therefore received daily "pacing" practice that greatly improved their final speed of performance.

In one experiment, an automatic pacing machine was used. This machine generated an audio signal consisting of a series of beeps that arrived progressively more frequently until they coalesced into a continuous tone and then stopped. The function of the beeps was to indicate a lapse of time despite their steadily increasing repetition. Volunteers in their 40s were recruited. The experimental task was a simple treadle control exercise widely used in the sewing industry. An unthreaded sewing machine was used to "sew" a line about three inches long between the "start" and "stop" lines. Seven rows completed a sheet.

For the first hour, everyone practised under normal industrial conditions, being timed for each sheet. They were then arranged in pairs matched for age and their first hour's performance. One member of each pair completed the remaining four one-hour sessions with ordinary timing as in the first session. The others were paced as well as being given their total time for each sheet. Both groups were told to work as fast as possible while being reasonably accurate. The final result was that the paced group was slightly faster than the unpaced, but the difference was small and statistically insignificant. An examination of those matched pairs in which pacing had shown up best revealed, however, that the effectiveness of pacing was greater among the oldest matched pairs of people. This tendency was supported by a later pacing experiment with teenagers that produced a negative result.

Interpreting the results of their experiments, the authors explain that their experience with older people as trainees suggested that attitudes and emotions are more likely to be affected by pacing than by skill. It appeared that leaving speed to the individual judgment of over-35 trainees resulted in their delaying a response until they were convinced of its accuracy. Hesitation of this type would then become habitual. Contrary to industrial expectations older trainees do have the potential for learning at speed; it is difficult, however, unless they are "paced" out of their obsessional accuracy.

Decisions of the umpire

CUB 2967. The claimant filed an application for benefit, stating that he was last employed as a paper hanger-painter, but had been laid off because of lack of work. Eight days later, **he applied for benefit at the dependency rate, as his common-law wife lived with him and had been entirely dependent on him since 1943.** His reasons for supporting her were "the same as those of all people who had got married in church." Three days later, the insurance officer notified the claimant that he was not entitled to the dependency rate for his common-law

wife, because he had failed to prove that she was a dependent person within the meaning of the Unemployment Insurance Act. The claimant then appealed to the board of referees; it heard the case a month later, and found that benefit at the dependency rate could not be claimed for a common-law wife. By unanimous decision, the board dismissed the appeal. The claimant subsequently appealed to the umpire, but **his appeal was again dismissed because the dependent person was not legally wedded to him.**

Conciliation

During October the Minister of Labour appointed conciliation officers to deal with the following disputes:

CKAC Ltée, Montreal, Qué., and United Radio and Television Workers Union, Local 291 (CLC) (Conciliation Officer: S. T. Payne).

Baton Broadcasting Limited, (CFTO-TV), Agincourt, Ont., and Toronto Newspaper Guild, Local 87 (Conciliation Officer: H. A. Fisher).

Eastern Provincial Airways (1963) Limited, Gander, Nfld., and International Association of Machinists and Aerospace Workers, Lodge No. 1763 (representing clerical and office workers) (Conciliation Officers: W. J. Gillies).

Charterways Co. Limited—Mississauga Transit System, Mississauga, Ont., and Amalgamated Transit Union, Division 107 (Conciliation Officer: K. Hulse).

Giant Yellowknife Mines Limited, Yellowknife, N.W.T., and Local 803, United Steelworkers of America (Conciliation Officer: George W. Rogers).

Canadian National Hotels Limited (Macdonald Hotel) Edmonton, Alta., and International Union of Operating Engineers, Local 857 (Conciliation Officer: A. A. Franklin).

The City of Whitehorse, Whitehorse, Y.T., and International Union of Operating Engineers, Local 115 (Conciliation Officer: A. A. Franklin).

Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Dispatchers' Association (Conciliation Officer: D. H. Cameron).

General Aviation Services Ltd., Toronto International Airport, and District Lodge 717, International Association of Machinists and Aerospace Workers (Conciliation Officer: K. Hulse).

Chapman Transport Limited, Kelowna, B.C., and General Truck Drivers and Helpers, Local 31; and General Teamsters Union, Local 181 (Conciliation Officer: George W. Rogers).

Coast Ferries Limited, Richmond, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron).

Canadian National Hotels Limited (Macdonald Hotel) Edmonton, Alta., and Hotel and Restaurant Employees and Bartenders International Union, Local No. 93 (Conciliation Officer: A. A. Franklin).

Roberval Express Ltée, Montreal, Qué., and le Syndicat national des employés de l'Industrie du camionnage, Saguenay-Lac St-Jean (Conciliation Officer: S. T. Payne).

Baton Broadcasting Limited (CFTO-TV) Agincourt, Ont., and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local 873 (Conciliation Officer: H. A. Fisher).

Northern Electric Company Limited (Installation Western Region) and Communications Workers of America (Conciliation Officer: H. A. Fisher).

Settlements by conciliation officers

Cominco Ltd. (Con and Rycon Operations) Yellowknife, N.W.T., and United Steelworkers of America (Conciliation Officer: D. H. Cameron) (L. G., Dec. 1970, p. 878).

The North Fraser Harbour Commissioners, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: A. A. Franklin) (L. G., Nov. 1970, p. 794).

Messabec Limitée, Montreal, Qué., and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne) (L. G., Aug. 1970, p. 584).

J. Wilfrid Grenier, Québec, Qué., and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne) (L. G., Aug. 1970, p. 584).

Norton-Cargo Limited, Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979; and Chauffeurs, Teamsters and Helpers, Local 395 (Conciliation Officer: H. A. Fisher) (L. G., Nov. 1970, p. 794).

Conciliation board appointed

Genaire (1961) Limited, Malton, Ont., and District Lodge 717, International Association of Machinists and Aerospace Workers (L. G., Dec. 1970, p. 878).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in September to deal with a dispute between Canadian Pacific Railway Company (S.S. "Princess of Acadia", Bay of Fundy Service), and Seafarers' International Union of Canada (L. G., Dec. 1970, p. 878) was fully constituted in October with the appointment of Judge Nathan Green, Q.C., Halifax, as chairman. Judge Green was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Thomas Blair Drummie, and union nominee Richard Shiels, both of Saint John, N.B.

The Board of Conciliation and Investigation established in September to deal with a dispute between Hull City Transport Limited, and Hull Metropolitan Transport Limited, and Amalgamated Transit Union, Division 591 (L. G., Dec. 1970, p. 878) was fully constituted in October with the appointment of Judge Gaston Lacroix, Montreal, as chairman. Judge Lacroix was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Fernand Mousseau, Hull, Qué., and union nominee Rheal Bastien, Ottawa.

The Board of Conciliation and Investigation established in September to deal with a dispute between Neil Penner Highway Service, Morden, Man., and General Drivers, Warehousemen and Helpers, Local 979 (L. G., Dec. 1970, p. 878) was fully constituted in October with the appointment of C. R. Huband, Winnipeg, as chairman. Mr. Huband was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Harold Guy Piercy, and union nominee A. Coulter, both of Winnipeg.

The Board of Conciliation and Investigation established in September to deal with a dispute between Hudson Bay Mining and Smelting Co. Limited, Flin Flon, Man., and Association of Flin Flon Trade Unions (L. G., Dec. 1970, p. 878) was fully constituted in October with the appointment of R. A. Gallagher, Q.C., Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Henry B. Monk, and union nominee Joseph James, both of Winnipeg.

The Board of Conciliation and Investigation established in September to deal with a dispute between Haltern Limited, Halifax, N.S., and International Longshoremen's Association, Local 269 (L. G., Dec. 1970, p. 878) was fully constituted in October with the appointment of Judge Nathan Green, Q.C., Halifax, as chairman. Judge Green was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Brian Mulroney, Montreal, and union nominee Perry Ronayne, Dartmouth, N.S.

The Board of Conciliation and Investigation established in July to deal with a dispute between Buffalo and Fort Erie Public Bridge Authority and General Truck Drivers' Union, Local 879 (L. G., Oct. 1970, p. 729) was fully constituted in October with the appointment of Judge W. S. Lane, Picton, Ont., as chairman. Judge Lane was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee R. A. Williamson, Toronto, and union nominee H. A. Davidson, Hamilton.

The Board of Conciliation and Investigation established in July to deal with a dispute between C.P. Rail (Atlantic, Eastern, Prairie and Pacific Regions, including Quebec Central Railway) and Brotherhood of Locomotive Engineers (L. G., Oct. 1970, p. 729) was fully constituted in October with the appointment of R. A. Gallagher, Q.C., Winnipeg, as Chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recom-

mentation from the other two members of the Board, company nominee R. V. Hicks, Toronto, and union nominee Marc Lapointe Q.C., Montreal.

The Board of Conciliation and Investigation established in July to deal with a dispute between Canadian National Railways (Atlantic, St. Lawrence and Great Lakes, Prairie and Mountain Regions) and Brotherhood of Locomotive Engineers (L. G., Oct. 1970, p. 729) was fully constituted in October with the appointment of R. A. Gallagher, Q.C., Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee A. William Cox, Q.C., Halifax, and union nominee Marc Lapointe, Q.C., Montreal.

Conciliation board reports received

Hunt Transport Ltd., Burnaby, B.C., and General Truck Drivers and Helpers Local Union No. 31 (L. G., Dec. 1970, p. 879). (Full text appears in Supplement No. 8, 1970).

Northland Shipping (1962) Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Sept. 1970, p. 660). (Full text appears in Supplement No. 9, 1970).

Northland Navigation Co. Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (L. G., Sept. 1970, p. 660). (Full text appears in Supplement No. 9, 1970).

Moncton Broadcasting Limited, Moncton, N.B., and National Association of Broadcast Employees and Technicians (L. G., Aug. 1970, p. 585). (Full text appears in Supplement No. 8, 1970).

Bell Telephone Company of Canada (Directory Advertising Sales Employees, Eastern Region) and Office and Professional Employees International Union, Local 57 (L. G., Aug. 1970, p. 586). (Full text appears in Supplement No. 8, 1970).

Eldorado Nuclear Limited, Port Hope, Ont., and International Union of District 50, Allied and Technical Workers of the United States and Canada, Local 13173 (L. G., Nov. 1970, p. 795). (Full text appears in Supplement No. 8, 1970).

Settlement reached before conciliation board

Moncton Broadcasting Limited, Moncton, N.B., and National Association of Broadcast Employees and Technicians (see above).

Settlements reached after board procedure

Bell Telephone Company of Canada (Directory Advertising Sales Employees, Eastern Region) and Office and Professional Employees International Union, Local 57 (see above).

Eldorado Nuclear Limited, Port Hope, Ont., and International Union of District 50, Allied and Technical Workers of the United States and Canada, Local 13173 (see above).

B.C. Towboat Owners' Association (representing certain member companies) and Seafarers' International Union of Canada. (Settlement reached with the mediation assistance of Industry Specialist, D. S. Tysoe) (L. G., Nov. 1970, p. 795).

Disputes lapsed

Radio Atlantic Limited (Radio Station CFNB) Fredericton, N.B., and National Association of Broadcast Employees and Technicians (L. G., June 1970, p. 439).

Canadian Helicopter Overhauls Ltd.; Okanagan Helicopters Ltd., Vancouver International Airport and International Union of Operating Engineers, Local Union No. 115 (L. G., June 1970, p. 440).

Strike action

McAllister Towing Ltd., Montreal, Qué., and Canadian Marine Officers Union (representing Captains and Engineers) (strike commenced October 30) (L. G., Dec. 1970, p. 879).

Certification

The Canada Labour Relations Board met for one day during October. It granted seven applications for certification, rejected one, and ordered three representation votes. During the month the Board received 12 applications for certification and allowed the withdrawal of one. It also received two requests for review of earlier decisions.

Application for certification granted

Teamsters, Chauffeurs, Warehousemen and Helpers, Local 141, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Stephen Shiner of London, Ont., carrying on business under the name of the Professional Drivers' Pool (L. G., Aug. 1970, p. 583) (Reasons for judgment published as Supplement No. 9, 1970).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and helpers and packers regularly employed by J. Brault Inc., St-Jean, Qué., in its moving and warehousing operations (L. G., Sept. 1970, p. 658).

General Truck Drivers Union, Local 938, Transport Drivers, Warehousemen and Helpers' Union Local 106, and Teamsters, Chauffeurs, Warehousemen and Helpers Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a system-wide unit of drivers and maintenance employees employed by Bulk Carriers Limited, Cooksville, Ont. (L. G., Nov. 1970, p. 796). The Employees Industrial Council, Toronto Branch, had intervened.

American Federation of Grain Millers, Local 242, on behalf of a unit of employees of Strathroy Flour Mills Limited, Strathroy, Ont. (L. G., Dec. 1970, p. 880).

Canadian Marine Officers Union on behalf of a unit of marine engineers employed aboard the M.V. "Congar" by Johnstone Shipping Limited, Toronto, Ont. (L. G., Nov. 1970, p. 798).

United Steelworkers of America on behalf of a unit of employees of Venus Mines Ltd. (N.P.L.), Vancouver, B.C., working at its mining and milling operations in the vicinity of Carcross in the Yukon Territory (L. G., Nov. 1970, p. 798).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of truck drivers employed by Somavrac Inc., Trois-Rivières, Qué., (L. G., Nov. 1970, p. 798).

Application for certification rejected

Brotherhood of Locomotive Engineers, applicant, Quebec Cartier Mining Company, Port Cartier, Qué., respondent and United Steelworkers of America, intervener (L. G., Nov. 1970, p. 798). The application was rejected because the Board considered that the application had been abandoned by the applicant.

Representation votes ordered

Syndicat des Journalistes de Montréal Inc. (CSN), applicant, and La Voix de l'Est Limitée, Granby, Qué., respondent (L. G., Sept. 1970, p. 659) (Returning Officer: R. E. Bouchard).

International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, applicant, and Radio Dartmouth Limited, Dartmouth, N.S., respondent (CFDR) (L. G., Oct. 1970, p. 732) (Returning Officer: R. Kervin).

Amalgamated Meat Cutters & Butcher Workmen of North America, applicant, Tyler Transport Limited, Acton, Ont., respondent and David Ernest Hall, intervener (L. G., Dec. 1970, p. 881) (Returning Officer: K. Hulse).

Applications for certification received

Syndicat des Journalistes de Montréal on behalf of a unit of employees of Supravox Corporation Limitée, Montreal, Qué. (Investigating Officer: R. Dorion).

Syndicat des Journalistes de Montréal on behalf of a unit of radio maintenance technicians employed by Société d'Électronique Nortel Limitée, Montréal, Qué. (Investigating Officer: R. Dorion).

Syndicat des Journalistes de Montréal on behalf of a unit of personnel employed by C.J.M.S. - Radio-Montréal Limitée, Montréal, Qué. (Investigating Officer: R. Dorion).

Syndicat des Journalistes de Montréal on behalf a unit of employees of C.J.T.R. Radio-Trois-Rivières Limitée, Trois-Rivières, Qué. (Investigating Officer: R. Dorion).

National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Sudbury Broadcasting Co. Ltd. employed at Radio Station CHNO (Investigating Officer: K. Hulse).

United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada on behalf of a unit of plumbers and others employed by Atomic Energy of Canada Limited, Ottawa, Ont. at its Whiteshell Nuclear Research Establishment (Investigating Officer: A.E. Koppel).

National Association of Broadcast Employees and Technicians on behalf of a unit of news room employees of Channel Seven Television Limited (CJAY-TV), Winnipeg Man. (Investigating Officer: A.E. Koppel).

Syndicat des Journalistes de Montréal on behalf of a unit of employees of Radiodiffusion Mutuelle Limitée, Montréal, Qué. (Investigating Officer: R. Dorion).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of pick-up and delivery drivers and dockmen employed by P.L. Porter Trucking Ltd., Burnaby, B.C. (Investigating Officer: A.A. Franklin).

Grain Workers Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America on behalf of a unit of employees of Columbia Containers Ltd., Vancouver, B.C. (Investigating Officer: A.A. Franklin).

Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of operating employees employed by White Pass & Yukon Route (the Pacific and Arctic Railway and Navigation Company, British Columbia-Yukon Railway Company, British Yukon Railway Company and the British Yukon Navigation Company, Limited), Vancouver, B.C. (Investigating Officer: A. A. Franklin).

International Association of Machinists and Aerospace Workers on behalf of a unit of contamination and R.I.S. monitor operators employed at its Whiteshell Nuclear Research Establishment by Atomic Energy of Canada Limited, Ottawa, Ont. (Investigating Officer: A. E. Koppel).

Requests for review under Section 61(2)

The Board received a request for review of its order dated February 23, 1949, which certified the Federation of Telephone Workers of British Columbia as the bargaining agent of a unit of employees of British Columbia Telephone Company, Vancouver, B.C. (Investigating Officer: A. A. Franklin) (L. G. 1949, p. 288).

The Board received a request from Le Syndicat du Transport Routier Inc. seeking to have its current name substituted for its former name, Le Syndicat National des employés de l'Industrie du Camionnage, Saguenay-Lac St-Jean Inc., in the certificate issued by the Board on April 30, 1963 (L. G. 1963, p. 502), certifying the said Syndicat as the bargaining agent of a unit of employees of Roberval Express Limitée, Chambord, Qué.

Unemployment insurance report

The volume of claims filed in August for unemployment insurance benefit fell to 106,000 from 148,000 filed during July. Reduced claim loads were reported in all provinces. Sixty per cent of the reduction occurred in Ontario where the proportion of all claims filed fell from 43 per cent in July to 36 per cent in August. For each of the past six months the claim load was greater than during the corresponding month in 1969.

Month	Percentage change over 1969
August	+ 22
July	+ 23
June	+ 51
May	+ 33
April	+ 34
March	+ 28

Summary Table

Activity				Cumulative Data	
	August 1970	July 1970	August 1969	January to August 1970	12 months ending August 1970
(in thousands)					
Insured population at end of month	—	5,617	5,514	—	—
Initial and renewal claims filed:					
Total	106	148	87	1,438	2,119
Initial	75	103	64	1,075	1,582
Renewal	31	45	23	363	537
Claimants currently reporting to local offices	409	439	268	568*	498*
Beneficiaries (weekly average)	299	278	219	438*	352*
Weeks compensated	1,194	1,250	875	14,786	18,123
Benefit paid	\$41,377	\$43,854	\$27,745	\$504,297	\$629,447
Average weekly benefit	\$34.66	\$35.07	\$31.73	\$34.11	\$34.73

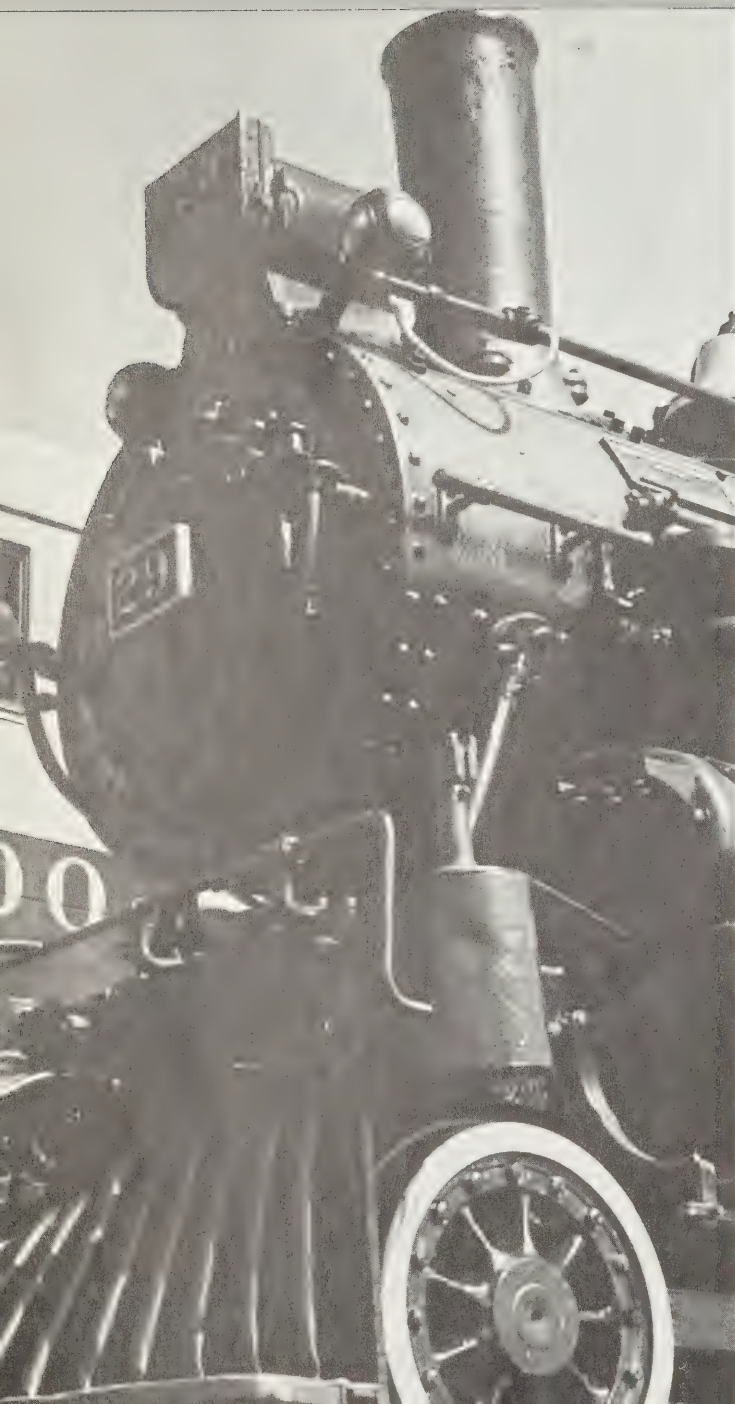
* Monthly average.

On August 31 there were 409,000 claimants for unemployment insurance benefit, 30,000 or 7 per cent fewer than on July 31. While there were 35,000 fewer male claimants, the number of females increased by 4,500. Ontario and British Columbia accounted for practically all the reduction with small numeric changes occurring elsewhere.

Since January 1970, the month-end claimant count continued well above the level for corresponding dates in 1969. At 409,000 the number of claimants at the end of August was 141,000 or 53 per cent more than on August 29, 1969. The monthly average claimant count since the beginning of this year was 30 per cent higher than for the corresponding period in 1969.

The average weekly estimate of beneficiaries in August of 299,000 was 7 per cent higher than in July and 37 per cent higher than in August 1969. **Benefit payments totalled \$41.4 million in August, \$43.9 million in July and \$27.7 million in August 1969.** The average weekly benefit payment for these 3 months were \$34.66, August 1970; \$35.07, July 1970 and \$31.73, August 1969.

Railway arbitration



Six cases were dealt with by the Canadian Railway Office of Arbitration in Montreal on September 9, 1970, and one case was heard on September 11, 1970. Grievances were dismissed in six of the seven cases.

Case No. 231. Dispute between the CNR and the United Transportation Union over claims by a spare brakeman.

A brakeman worked as flagman on a passenger train. He went off assignment 19 hours later. He was paid for the first trip in accordance with provisions in the collective agreement. But for the return trip, he was paid 314 miles at the passenger rate plus 61 miles at the passenger rate "as time held at other than his home terminal."

On the grounds that he should have been deadheaded to his home terminal, the brakeman submitted a claim for the difference between the 314 miles at passenger rate and the 296 miles at the freight rate for the dead-heading that he said should have taken place. And since he was not properly returned, he alleged that he was run around on his home spareboard by 11 brakemen. So, he submitted another claim for 11 run-around payments.

The arbitrator agreed that the brakeman could have been deadheaded home and that he was out of service for more than the 16 hours specified in the agreement. He said also that the brakeman should be paid the difference between the amount he was paid for his return trip and the amount he would have been paid had he "returned deadhead." But the arbitrator did not agree to the 11 run-around claims. He said that the brakeman would have been available for only one of the calls and therefore should be paid 50 miles for one run-around.

Case No. 232. Dispute between the CNR and the United Transportation Union over claims by a crew for service on a turbotrain.

A conductor and a brakeman were called to handle an extra passenger train, a turbotrain. They submitted a claim for 184 miles at through-freight rates of pay. The company paid them for 197 miles at passenger rates and the men submitted a further claim for the difference.

The arbitrator found that the train was on a special trip to test the train's performance and simulate certain aspects of passenger services. He said that, although

there were no paying passengers, there were passengers, and the crew was performing passenger train duties. He dismissed the grievance.

Case No. 233. Dispute between the CNR and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the company's failure to fill a job vacancy.

A warehouseman was ill for almost four months, but the company did not fill the position. The union contended that the company should pay lost wages to a senior employee who had been laid off. The arbitrator said that the company had decided that it had enough staff to perform the work, there was even a subsequent reduction in the staff. So he dismissed the grievance.

Case No. 234. Dispute between the CNR and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the awarding of a position.

The company advertised the position of chief administration clerk for a coastal depot. The competition was won by an employee who was junior to the three men who subsequently filed a grievance. The bulletin stated that the person selected for the job would have to have a knowledge of coastal operations. The arbitrator found that none of the three grievors had had experience in freight or coastal offices, and that therefore they were not qualified for the job. He said that he was "not satisfied that the company exercised its judgment in an arbitrary, unreasonable or discriminatory manner," and he dismissed the grievance.

Case No. 235. Dispute between the CNR and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the closing of a coastal office.

The company closed a coastal office and laid off two employees. The union contended that this was a violation of a job security agreement, and it requested that conditions be put back to the way they were before the layoff.

The arbitrator found that the office had been closed because of a "very substantial decline" in traffic volume. The agreement states that terms of the agreement would not apply to changes "brought about by fluctuation of traffic or normal seasonal staff adjustments." The arbitrator was certain that it was a seasonal layoff, and dismissed the grievance.

Case No. 236. Dispute between the Ontario Northland Railway and the Brotherhood of Locomotive Engineers over a claim by an engineman for switching.

On his arrival at a yard, the engineman found that there was one car on the track. He was told to push the car out of his way and, on his way out, pull it onto another track. The engineman submitted a claim for an additional 100 miles for yard switching. The arbitrator said that the grievor "simply pushed an inadvertently misplaced car to the nearest point out of his way and left it there." He dismissed the grievance.

Case No. 237. Dispute between the CNR and the United Transportation Union over time claims of 31 passenger crews.

A crew was assigned to operate two regular passenger trains between two terminals. On one occasion, the crew was told to operate one of their trains to a point part way to their usual destination as it was running late. By doing so, they could operate their other assigned train back to their home terminal. They went off duty at the part-way point at 2215 hours and were called for duty at 0445 hours the next morning to take their regular train back to their home terminal.

In their claims, the crew asked for 405 miles at passenger rates. This included payment for time-off duty at the part-way point. The company deducted 130 miles from that part of their claim which the men contended was time-off duty. Later they submitted a claim for the 130 miles, and 31 similar claims were submitted by other crews about the same period of time.

The arbitrator agreed that the crew did not make the mileage it would have if their regular assignments had been performed in full. These were shortened assignments, he said. And the crew was not delayed at the part-way point as they were not on duty. Their assignment, in fact, was completed for that day and they were "properly released from duty." He dismissed the grievance and denied payment for the 130 miles.

General topics

Employment review

Employment declined by 286,000 between August and September, to a total of 7,986,000* and was 139,000, or 1.8 per cent, higher than in September 1969. The labour force at 8,384,000*, was 336,000 lower than in August, and 258,000, or 3.2 per cent, higher than in September a year ago. A decrease in unemployment of 50,000 from August to 398,000* in September, was smaller in percentage terms than in recent years. The number of persons unemployed in September was 119,000 higher than in September 1969. (*Not adjusted for seasonality.)

The unadjusted unemployment rate in September was 4.7 per cent, down from 5.1 per cent in August. The seasonally adjusted rate of unemployment rose from 6.7 per cent in August to 6.9 per cent. (Seasonal adjustment is an analytical method used to remove the effects of normal seasonal fluctuations from the data.)

Employment

Employment in September declined 286,000 to 7,986,000 (unadjusted) but was 139,000 higher than in September 1969. There was a large reduction, 56,000, in agricultural employment between August and September. Decreases occurred in public administration, 45,000, construction, 26,000, transportation, communication and other utilities, 24,000, and other primary industries, 19,000. There

were less-than-average declines in manufacturing, 46,000, and trade, 24,000, and a greater-than-average decrease in community, business and personal service, 47,000.

The number of 14-24 year old employed persons declined 404,000 between August and September. This was about the same size as the decrease in the same period last year and was associated with the return of students to school. Employment of men aged 25 years and over increased by only 12,000, but there was a large seasonal rise, 105,000, in the employment of women 25 years and over.

Seasonally adjusted employment

The seasonally adjusted level of employment rose by 33,000 from August to a total of 7,892,000 in September. This followed decreases in both July and August. Fairly large increases occurred in Québec and in British Columbia.

Unemployment

Unemployment declined 50,000 to 398,000 in September, but was 119,000 higher than in September a year ago. Persons aged 14-24 years accounted for a substantial number, 29,000, of the total reduction, and there were the usual seasonal declines among men and women 25 years and over, 21,000. Compared with September 1969, unemployment among 14-24 year-olds was 67,000 higher in September 1970. The yearly increase among persons 25 years and over was 52,000. Declines in unemployment between August and September were larger than in most recent years in Québec and smaller than in recent years in Ontario.

Seasonally adjusted unemployment rates

The seasonally adjusted unemployment rate increased to 6.9 per cent in September. The adjusted rate for persons 25 years and over advanced in September because of a substantial increase in adjusted unemployment among men in this age-group. The adjusted rate for 14-24 years old continued to rise. Increases in the seasonally adjusted unemployment rates were recorded in Ontario and to a lesser extent in the Atlantic region between August and September. There was little or no change in Québec and the Prairies. The recent improvement in British Columbia continued.

Wage schedules

During September, The Department of Labour prepared 633 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 350 contracts in these categories were awarded. In addition, 26 contracts containing the General Fair Wages Clause were awarded.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in September for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate amount
Supply and Services	155	\$1,216,865.00

During September, the sum of \$16,446.50 was collected from 6 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 70 workers concerned.

Unemployment insurance fund

During September, 1970, 26,196 investigations were finalized across Canada. Of these, 15,102 were on-premises investigations and 2,280 were selective investigations to verify the fulfilment of statutory conditions. The remaining 563 formal investigations and 8,251 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 2,163. Prosecutions were begun in 118 cases, all against claimants. This does not include employer prosecutions begun by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in September totalled \$53,992,336.93 compared with \$58,738,246.01 in August and \$54,322,861.31 in September 1969. Benefits paid in September totalled \$37,737,070.17 compared with \$41,377,428.23 in August and \$24,008,143.13 in September 1969. **The balance in the Fund on September 30, 1970 was \$454,407,460.38 compared with \$438,152,193.62 in August and \$468,864,251.08 on September 30, 1969.**

January credits

Unemployment insurance report, p. 51, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 49, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 46, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Accuracy and speed on the job, p. 44, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Labour Legislation 1969-70, p. 34 was prepared by the Legislation Branch of the Canada Department of Labour.

Photos. J. McArthur, Windsor, Ont.: Cover, P. 15, 16, 17, 18, 21, 22, 23, 24. Vancouver Sun: p. 5. Stan Photo, Montreal: p. 7. Jac-Guy, Montreal: p. 10. Public Archives of Canada: p. 13. Atlas Photo Studio, Montreal: p. 19. W. B. Edwards Inc., Québec City: p. 26. NFB: p. 29, 35, 44, 52. Government of Québec: p. 38, 42.

Publications in the library

List No. 262

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed when requesting loans.

Canada. Task Force on Labour Relations

The following four studies were prepared for the Task Force on Labour Relations and published in 1970 in Ottawa by the Queen's Printer.

■ **No. 1—Arthurs, Harry William.** Labour disputes in essential industries. 305 p. Study no. 8. Résumé en français, p. 285-305.

■ **No. 2—Christie, Innis M.** Unfair labour practices: an exploratory study of the efficacy of the law of unfair labour practices in Canada, by Innis Christie [and] Morley Gorsky. 220 p. Study no. 10. Résumé en français: p. 205-220.

■ **No. 3.—Dofny, Jacques.** Le syndicalisme au Québec: structure et mouvement [par] J. Dofny et P. Bernard. 117 p. Etude no. 9. Summary in English: p. 97-117.

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Statistics Section

Labour Statistics

Labour Statistics			Percentage Change	
			From	
Principal Items	Date	Amount	Previous Month	Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended September 19, 1970.....		8,384	- 3.9	+ 3.2
Employed.....		7,986	- 3.5	+ 1.8
Agriculture.....		558	- 9.1	- 4.0
Non-agriculture.....		7,428	- 3.0	+ 2.2
Paid workers.....		6,896	- 3.9	+ 2.2
At work 35 hours or more.....		6,447	+ 5.6	+ 0.6
At work less than 35 hours.....		1,209	+16.4	+ 7.5
Employed but not at work.....		330	-70.7	+ 4.4
Unemployed.....		398	-11.2	+ 42.7
Atlantic.....		35	-10.3	+ 9.4
Québec.....		147	-14.0	+ 18.5
Ontario.....		114	- 8.1	+ 67.6
Prairie.....		44	-12.0	+100.0
British Columbia.....		58	- 9.4	+ 75.8
Without work and seeking work.....		381	-10.6	+ 43.8
On temporary layoff up to 30 days.....		17	-22.7	+ 21.4
INDUSTRIAL EMPLOYMENT (1961 = 100)†.....				
Manufacturing employment (1961 = 100)†.....	August	130.0	+ 1.2	- 0.8
	August	125.4	+ 2.6	- 2.0
IMMIGRATION.....				
Destined to the labour force.....	1st 6 mos. 1970	70,835	—	- 0.4
	1st 6 mos. 1970	37,917	—	- 0.1
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	October	77	+ 5.5	- 31.3
No. of workers involved.....	October	44,111	- 2.9	- 40.3
Duration in man days.....	October	780,070	+22.3	- 29.9
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. com.)†.....	August	\$ 128.25	+ 1.0	+ 7.7
Average hourly earnings (mfg.)†.....	August	\$ 3.02	+ 0.3	+ 8.6
Average weekly hours paid†.....	August	40.0	+ 1.8	- 0.3
Average weekly wages (mfg.)†.....	August	\$ 120.81	+ 2.2	+ 8.5
Consumer price index (1961 = 100).....	August	130.5	+ 0.5	+ 2.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)†.....	July	121.7	- 2.0	+ 4.0
Total labour income (Millions of dollars)†.....	August	4,021.4	+ 0.7	+ 7.6
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100).....	August	170.2	+ 0.3	+ 2.7
Manufacturing.....	August	165.4	+ 0.2	- 1.4
Durables.....	August	182.9	+ 0.8	- 1.7
Non-durables.....	August	151.2	- 0.4	- 1.0
NEW RESIDENTIAL CONSTRUCTION**				
Starts.....	August	13,765	- 0.8	- 15.2
Completions.....	August	15,375	+50.7	+ 29.3
Under construction.....	August	99,810	- 1.9	- 17.8

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended September 19, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
	(in thousands)					
THE LABOUR FORCE.....	8,384	671	2,333	3,111	1,394	875
Men.....	5,674	463	1,609	2,069	943	590
Women.....	2,710	208	724	1,042	451	285
14-19 years.....	789	66	222	260	157	84
20-24 years.....	1,277	136	397	420	205	118
25-44 years.....	3,607	252	1,028	1,378	559	391
45-64 years.....	2,494	201	632	968	431	263
65 years and over.....	216	16	54	84	42	20
EMPLOYED.....	7,986	636	2,186	2,997	1,350	817
Men.....	5,393	435	1,502	1,994	914	548
Women.....	2,593	201	684	1,003	436	269
Agriculture.....	558	28	111	140	257	23
Non-agriculture.....	7,428	607	2,075	2,857	1,093	795
Paid Workers.....	6,896	555	1,904	2,689	1,020	727
Men.....	4,540	372	1,289	1,752	647	479
Women.....	2,355	183	615	937	372	248
UNEMPLOYED.....	398	35	147	114	44	58
Men.....	281	28	107	75	29	42
Women.....	117	*	40	39	15	16
PERSONS NOT IN LABOUR FORCE.....	6,715	717	1,971	2,323	1,033	671
Men.....	1,808	225	513	612	279	179
Women.....	4,907	492	1,458	1,711	754	492

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended September 19, 1970

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
(in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	15,099	2,501	4,262	1,218	4,372	1,166	1,580
LABOUR FORCE.....	8,384	789	4,080	975	1,530	793	216
Employed.....	7,986	691	3,949	884	1,492	760	210
Unemployed.....	398	98	132	91	38	33	**
NOT IN LABOUR FORCE.....	6,715	1,712	182	243	2,842	372	1,364
PARTICIPATION RATE†							
1970—Sept. 19.....	55.5	31.5	95.7	80.0	35.0	68.0	13.7
Aug. 22.....	57.9	45.0	96.1	87.8	33.2	67.9	13.3
UNEMPLOYMENT RATE‡							
1970—Sept. 19.....	4.7	12.4	3.2	9.3	2.5	4.2	**
Aug. 22.....	5.1	10.0	3.3	10.1	3.0	5.1	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

† The labour force as a percentage of the population of 14 years of age and over.

‡ The unemployed as a percentage of the labour force.

** Less than 10,000 unemployed.

Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended September 19, 1970

	September 1970	August 1970	September 1969
(in thousands)			
TOTAL UNEMPLOYED	398	448	279
On temporary layoff up to 30 days	17	22	14
Without work and seeking work	381	426	265
Seeking:			
Full-time work	358	397	249
Part-time work	23	29	16
Under 1 month	112	97	88
1-3 months	130	184	100
4-6 months	61	65	30
More than 6 months	78	79	47

Source: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry††

Year and Month	Monthly Totals								Totals††
	Mining	Manu- facturing	Transportation Communi- cation and Public Utilities**	Forestry	Con- struction	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
(millions of dollars)									
1965—Total.....	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—August.....	76.7	948.1	405.7	48.6	300.0	454.2	1,257.1	197.0	3,736.6
September.....	75.1	968.3	399.2	49.3	303.0	470.3	1,261.3	191.7	3,761.2
October.....	76.8	964.2	393.0	47.2	296.2	478.5	1,259.9	188.2	3,738.2
November.....	80.9	971.2	392.4	44.8	286.3	492.0	1,289.5	179.0	3,763.6
December.....	86.8	963.8	384.3	37.6	242.8	495.1	1,293.5	176.1	3,703.7
1970—January.....	88.3	961.8	380.6	37.2	242.4	477.3	1,307.0	173.8	3,688.5
February.....	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	3,729.5
March.....	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758.9
April.....	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790.0
May.....	92.3	988.0	406.5	32.5	254.4	494.4	1,352.2	211.2	3,865.4
June*.....	94.7	1,013.9	415.5	38.2	296.3	507.2	1,381.2	207.9	3,994.8
July†.....	95.6	993.1	419.6	42.1	309.5	499.4	1,378.7	208.5	3,993.7
August‡.....	95.7	1,004.3	419.6	44.5	324.2	497.3	1,380.0	207.9	4,026.4
Seasonally Adjusted									
1965—Total.....	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—August.....	75.9	940.2	390.5	40.6	259.4	454.7	1,256.8	187.9	3,637.6
September.....	75.6	948.9	388.5	40.5	263.1	470.1	1,260.0	189.0	3,667.5
October.....	77.3	952.4	387.9	40.5	265.4	475.9	1,255.8	190.4	3,677.4
November.....	81.1	964.7	388.5	39.5	273.8	483.5	1,281.8	192.7	3,738.2
December.....	88.1	982.2	386.9	41.7	280.5	486.1	1,292.0	195.7	3,785.5
1970—January.....	89.0	981.4	393.3	42.2	289.0	488.3	1,319.0	199.1	3,833.6
February.....	89.5	982.7	400.1	44.1	292.7	491.5	1,324.6	200.0	3,857.8
March.....	91.1	982.2	401.9	44.9	287.7	494.8	1,325.4	200.9	3,861.5
April.....	91.7	983.5	400.0	45.2	273.9	494.7	1,341.1	199.9	3,862.7
May.....	92.7	983.1	406.1	35.3	253.0	493.7	1,345.8	200.1	3,842.7
June*.....	93.0	1,000.2	405.8	34.7	271.6	496.3	1,363.0	201.9	3,889.3
July†.....	94.2	995.1	406.6	35.5	275.5	492.1	1,373.0	201.4	3,906.4
August‡.....	94.8	995.9	403.8	37.1	280.8	497.9	1,381.4	203.0	3,923.5

* Revised. † Preliminary. ‡ Advance.

** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based on the 1960 standard industrial classification.

NOTE: Monthly figures may not add to annual totals because of rounding.

Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at July 1970 employers in the principal non-agricultural industries reported a total employment of 3,806,013. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
AVERAGE						
1965.....	114.3	116.3	91.01	117.2	116.2	94.78
1966.....	120.7	123.1	96.34	123.5	122.8	100.16
1967.....	122.6	131.4	102.83	123.1	130.6	106.54
1968.....	122.7	140.4	109.88	122.1	140.3	114.42
1969.....	126.9	150.3	117.63	125.2	150.7	122.93
1969—July.....	129.1	151.1	118.21	125.3	149.8	122.18
August.....	131.1	152.2	119.07	127.9	150.3	122.55
September.....	130.3	154.0	120.49	127.0	154.0	125.62
October.....	130.0	154.3	120.71	126.7	154.4	125.93
November.....	130.1	155.2	121.42	126.4	156.0	127.18
December.....	126.5	149.4	116.89	123.3	150.2	122.47
1970—January.....	124.4	157.3	123.08	122.5	158.5	129.28
February.....	124.3	158.7	124.14	122.6	159.6	130.17
March.....	124.2	158.2	123.79	122.6	159.5	130.08
April.....	124.5	160.4	125.53	122.3	161.2	131.43
May.....	126.7	161.0	126.07	122.8	162.3	132.39
June*.....	129.6	162.5	127.17	125.5	163.3	133.21
July†.....	128.4	162.3	127.01	122.3	161.8	131.93

*Revised. † Preliminary.

† Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	July 1970	June 1970	July 1969	July 1970	June 1970	Jul 196
(1961 = 100)						
REGION AND PROVINCE						
Atlantic Region.....	124.4	123.9	126.4	107.05	105.29	97.1
Newfoundland.....	130.9	131.1	128.1	117.06	115.84	103.40
Prince Edward Island.....	146.0	145.2	149.3	84.24	82.05	82.7
Nova Scotia.....	118.7	116.9	123.3	105.95	103.74	95.9
New Brunswick.....	125.0	125.6	127.0	103.91	102.31	96.05
Québec.....	120.2	122.1	123.0	122.03	122.83	115.20
Ontario.....	131.6	134.0	130.4	132.31	132.66	122.23
Prairie Region.....	129.7	128.9	131.6	122.55	121.77	114.32
Manitoba.....	119.9	120.0	121.8	117.30	116.91	110.06
Saskatchewan.....	118.1	116.7	122.6	114.58	114.55	108.42
Alberta.....	142.7	141.4	143.6	128.96	127.68	119.45
British Columbia.....	140.1	138.6	140.8	136.59	136.57	131.29
CANADA.....	128.4	129.6	129.1	127.01	127.17	118.21
URBAN AREAS						
St. John's.....	136.3	138.3	139.8	101.55	101.60	95.06
Halifax.....	121.8	122.8	122.6	107.24	106.01	99.46
Sydney.....	92.1	91.7	91.9	115.16	106.12	107.41
Moncton.....	138.4	137.4	131.6	100.07	99.60	93.99
Saint John.....	114.5	114.9	113.5	107.30	106.24	100.90
Chicoutimi.....	117.3	117.0	118.4	151.64	148.98	135.81
Montreal.....	120.1	123.2	123.3	125.64	126.18	116.55
Québec.....	122.3	124.8	121.6	109.75	109.51	100.79
Shawinigan.....	98.2	98.6	98.0	124.34	124.99	117.71
Sherbrooke.....	112.2	114.1	117.6	109.56	107.54	99.90
Trois-Rivières.....	111.6	115.7	118.0	117.17	119.38	105.53
Ottawa-Hull.....	142.2	143.2	139.4	120.36	119.87	112.75
Belleville.....	126.7	126.9	126.7	112.29	111.62	101.65
Brampton.....	288.8	296.3	268.9	128.79	129.84	117.94
Brantford.....	129.3	131.8	141.9	117.04	117.51	108.85
Thunder Bay.....	125.8	127.7	129.1	125.57	125.20	118.42
Guelph.....	141.4	145.5	142.8	119.61	120.68	111.01
Hamilton.....	124.1	125.8	124.1	136.39	135.15	123.87
Kingston.....	128.1	128.4	133.3	121.68	119.75	117.07
Kitchener.....	151.1	155.0	154.4	117.40	118.72	109.08
London.....	125.6	127.9	125.3	123.02	122.68	114.31
Niagara Falls.....	125.4	121.2	122.2	116.80	117.35	109.48
Oshawa.....	102.8	134.3	105.2	152.47	147.04	135.41
Peterborough.....	139.9	143.0	142.7	130.48	131.89	120.59
Sarnia.....	137.6	140.3	147.4	165.28	164.52	155.68
Sault Ste. Marie.....	127.6	127.5	129.4	145.60	145.85	135.91
Sudbury.....	133.6	133.8	64.5	155.17	155.32	132.29
St. Catharines.....	141.7	137.2	144.1	146.44	143.86	133.64
Timmins.....	76.9	75.8	77.1	115.38	116.14	103.83
Toronto.....	133.2	137.0	133.3	134.66	135.14	124.30
Welland.....	118.8	120.8	103.0	150.06	149.01	143.27
Windsor.....	145.8	149.8	129.1	154.25	160.41	136.09
Winnipeg.....	121.7	123.0	123.0	110.49	110.32	103.33
Regina.....	120.0	120.8	128.5	111.95	111.84	105.74
Saskatoon.....	136.9	135.5	145.8	109.73	109.22	101.32
Calgary.....	150.1	149.9	153.7	127.92	126.27	119.59
Edmonton.....	149.4	149.3	151.5	124.22	123.03	114.07
Vancouver.....	139.6	138.4	140.3	133.30	133.46	127.13
Victoria.....	130.4	129.3	133.5	115.47	116.00	112.41

* Latest figures subjects to revision.

Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

		For- estry	Mines, Quar- ries and Oil Wells	Manufacturing		Con- struc- tion	Trans- porta- tion, Commu- nication and Other Utilities	Trade	Fi- nance, Insur- ance and Real Estate	Community, Business and Personal Services		Public Admin- istra- tion and De- fence††	Total Speci- fied Indus- tries
				Non du- rables	Du- rables					Non com- mercial Sector‡	Com- mercial Sector**		
(in thousands)													
Canada													
July	1970*	—	129.5	989.9	693.8	350.9	—	1,079.5	306.9	1,190.6	699.4	451.7	6,581.7
June	1970*	61.9	128.1	869.2	793.0	354.6	661.7	1,091.1	306.5	1,201.0	709.9	456.6	6,641.5
July	1969†	80.4	116.9	880.7	810.1	422.1	673.6	1,046.6	313.1	1,108.5	737.9	440.2	6,639.1
NEWFOUNDLAND													
June	1970*	2.7	6.0	12.3	2.1	8.1	15.0	18.8	2.4	22.3	9.4	8.9	108.1
May	1970*	1.3	6.0	11.4	1.8	7.2	13.8	18.2	2.3	22.1	8.8	8.5	101.2
June	1969†	2.4	4.2	11.2	1.8	9.2	13.8	18.1	2.3	22.0	9.2	8.5	102.8
PRINCE EDWARD ISLAND													
June	1970*	0.1	—	2.5	0.4	1.7	3.1	4.4	0.6	6.3	2.3	2.8	24.3
May	1970*	0.1	—	2.4	0.4	1.4	2.9	4.4	0.6	6.2	2.0	2.5	22.8
June	1969†	0.2	—	2.5	0.4	2.0	3.2	4.9	0.6	6.1	2.1	2.4	24.6
NOVA SCOTIA													
June	1970*	3.2	5.4	19.2	14.8	16.8	20.2	36.5	7.4	46.5	19.5	22.4	211.8
May	1970*	2.6	5.5	18.2	14.4	16.2	20.0	36.7	7.2	46.4	17.3	21.5	206.0
June	1969†	3.1	5.8	19.5	15.3	15.2	25.1	32.5	6.9	40.4	17.1	20.9	202.1
NEW BRUNSWICK													
June	1970*	7.1	2.5	20.8	10.2	11.1	23.2	27.6	4.7	32.3	13.4	13.3	166.2
May	1970*	5.4	2.5	20.4	9.9	10.2	21.6	27.0	4.6	32.3	13.1	12.9	160.0
June	1969†	8.7	2.5	20.3	11.1	10.5	20.7	25.5	4.6	31.2	11.3	12.3	158.6
QUÉBEC													
June	1970*	25.0	26.8	333.0	198.1	85.5	183.5	273.9	86.0	334.7	190.6	106.7	1,843.9
May	1970*	16.2	25.4	323.6	197.8	77.6	182.8	279.9	86.2	329.2	193.1	104.9	1,816.7
June	1969†	26.3	25.1	334.6	203.1	76.3	183.6	264.1	84.7	307.9	182.5	87.0	1,775.2
ONTARIO													
June	1970*	11.2	37.8	377.2	453.6	163.2	223.9	441.2	133.0	441.9	303.5	187.4	2,773.9
May	1970*	9.5	36.7	370.6	453.5	154.7	219.9	440.3	136.2	446.3	302.1	178.5	2,748.1
June	1969†	11.1	37.3	380.8	475.9	156.3	222.4	429.7	130.8	414.4	293.4	173.4	2,725.5
MANITOBA													
June	1970*	1.2	8.1	29.1	21.7	17.9	45.8	57.6	13.9	53.9	34.4	21.5	305.1
May	1970*	1.1	8.1	28.5	23.1	15.3	44.4	56.5	13.6	54.9	35.0	21.0	301.4
June	1969†	1.1	7.6	29.2	21.9	18.2	46.7	56.0	13.5	52.5	35.5	20.4	302.5
SASKATCHEWAN													
June	1970*	0.8	6.0	10.5	5.6	10.6	25.9	37.4	7.9	49.3	20.3	21.1	195.4
May	1970*	1.0	5.7	10.1	5.2	8.9	25.0	37.0	8.0	49.4	19.7	19.1	189.0
June	1969†	0.6	5.4	10.6	5.8	15.3	27.7	40.4	9.2	47.1	21.9	21.2	205.3
ALBERTA													
June	1970*	1.8	24.1	28.7	26.3	41.9	53.3	87.9	20.0	99.6	61.7	36.3	481.6
May	1970*	1.6	23.2	28.4	26.4	40.0	52.2	90.9	20.0	100.6	62.8	35.7	481.8
June	1969†	2.2	22.1	28.5	27.6	41.9	55.4	86.5	18.7	96.8	61.2	33.6	474.5
BRITISH COLUMBIA													
June	1970*	18.3	12.5	55.9	77.4	32.0	84.9	116.0	32.4	107.4	90.0	42.3	669.1
May	1970*	15.9	12.1	51.6	73.5	32.8	82.5	116.4	31.8	109.4	87.7	41.5	655.2
June	1969†	23.1	10.9	55.3	79.1	42.1	80.5	112.1	30.4	106.8	87.6	40.5	668.4

* Preliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organizations and private households. ** Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services. †† Excludes non-civilian employees.

BASIS: 1960 Standard Industrial Classification.

SOURCE: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	July 1970	June 1970	July 1969	July 1970	June 1970	July 1969
	(1961 = 100)			\$	\$	\$
MINING, INCLUDING MILLING.....	121.5	119.4	105.5	160.52	161.74	146.06
Metals.....	111.6	111.2	90.9	160.36	163.25	144.05
Mineral fuels.....	113.0	110.6	103.6	175.90	169.94	160.72
Non-metals except fuels.....	148.5	140.6	132.2	138.51	145.08	132.29
Quarries and sand pits.....	115.2	115.4	116.8	135.16	137.51	136.52
Services incidental to mining.....	177.0	170.3	168.8	169.69	167.97	149.62
MANUFACTURING.....	122.2	125.5	125.3	131.93	133.21	122.18
Durable goods.....	129.6	135.2	134.1	141.97	143.75	131.14
Non-durable goods.....	116.1	117.5	118.2	122.84	123.39	113.93
Food and beverages.....	117.4	114.8	117.8	117.59	118.70	107.52
Foods.....	117.5	114.2	117.8	113.28	114.26	103.17
Beverages.....	116.4	118.7	118.1	145.08	145.67	134.67
Tobacco processing and products.....	78.8	86.4	88.1	143.48	148.31	131.16
Rubber products.....	112.4	110.6	126.4	135.70	139.34	123.93
Leather products.....	91.3	91.6	100.5	86.22	87.52	80.94
Textile products.....	112.5	115.7	118.1	110.64	110.39	101.06
Knitting mills.....	105.6	112.4	117.2	82.79	83.14	76.88
Clothing.....	104.8	110.6	106.0	78.02	80.85	75.12
Wood products.....	109.8	109.8	116.2	115.91	116.73	109.12
Furniture and fixtures.....	122.7	127.1	132.8	108.52	108.13	100.12
Paper and allied industries.....	122.5	124.9	125.4	151.57	151.13	142.94
Printing, publishing and allied industries.....	116.0	119.2	114.2	138.78	137.59	129.20
Primary metal industries.....	131.0	135.0	124.6	157.97	157.43	147.06
Metal fabricating industries.....	132.3	136.3	136.0	139.59	142.14	129.83
Machinery, except electrical.....	146.6	150.2	151.7	152.23	152.10	139.93
Transportation equipment.....	127.3	146.7	135.4	157.88	159.35	144.18
Electrical products.....	142.3	144.5	151.1	132.45	136.46	122.01
Non-metallic mineral products.....	117.9	117.5	122.6	141.84	142.02	133.48
Petroleum and coal products.....	110.9	109.9	108.0	191.91	191.05	177.69
Chemicals and chemical products.....	121.7	123.6	121.0	150.38	149.26	140.13
Miscellaneous manufacturing industries.....	150.0	151.5	147.5	111.32	114.16	104.19
CONSTRUCTION.....	122.2	120.1	131.1	168.23	166.59	153.31
Building.....	126.5	125.0	138.1	165.95	165.34	150.55
Engineering.....	114.9	111.6	118.9	172.53	169.00	158.89
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	115.1	113.9	115.6	142.88	143.02	134.15
Transportation.....	109.9	108.4	112.6	141.74	142.01	131.52
Storage.....	115.0	113.0	115.8	129.53	129.38	112.39
Communication.....	125.2	124.3	118.7	134.32	134.31	129.11
TRADE.....	136.7	139.3	133.4	102.38	102.04	95.58
Wholesale trade.....	132.6	133.8	129.4	126.92	127.29	118.40
Retail trade.....	138.9	142.3	135.6	89.53	89.01	83.59
FINANCE, INSURANCE AND REAL ESTATE.....	145.0	144.9	141.0	120.21	120.11	115.02
Financial institutions.....	149.7	149.6	145.7	116.16	116.05	112.35
Insurance and real estate.....	138.6	138.5	134.7	126.10	126.03	118.91
SERVICE.....	182.9	183.7	181.8	91.80	90.44	84.38
Recreational services.....	180.8	179.5	190.6	87.05	82.35	82.07
Business services.....	195.4	195.9	195.3	144.11	144.18	128.85
Personal services.....	166.1	167.6	165.0	68.04	66.70	63.39
Miscellaneous services.....	224.2	224.0	213.9	92.21	91.48	85.84
INDUSTRIAL COMPOSITE.....	128.4	129.6	129.1	127.01	127.17	118.21

* Latest figures subject to revision.

Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1970	June 1970	July 1969	July 1970	June 1970	July 1969	July 1970	June 1970	July 1969
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING.....	40.6	40.5	40.7	3.63	3.67	3.23	147.56	148.84	131.55
Metals.....	39.7	40.1	39.5	3.76	3.79	3.33	149.45	152.03	131.47
Mineral fuels.....	43.0	38.3	42.0	3.52	3.58	2.95	151.30	137.05	124.06
Non-metals, except fuels.....	40.5	41.5	40.9	3.21	3.30	3.05	130.16	136.97	124.85
Quarries and sand pits.....	45.0	45.5	48.5	2.91	2.92	2.79	130.75	133.09	135.51
Services incidental to mining.....	41.4	41.4	41.0	3.96	3.98	3.53	163.78	164.57	144.80
MANUFACTURING.....	39.3	40.1	39.9	3.01	3.01	2.77	118.25	120.65	110.57
Durable goods.....	39.6	40.6	40.4	3.26	3.26	2.98	128.92	132.31	120.25
Non-durable goods.....	39.1	39.6	39.5	2.77	2.76	2.57	108.34	109.33	101.37
Food and beverages.....	39.9	40.4	39.8	2.65	2.65	2.42	105.87	106.97	96.55
Foods.....	39.9	40.3	39.6	2.56	2.55	2.34	102.16	102.85	92.78
Beverages.....	40.6	41.4	41.3	3.34	3.33	3.08	135.57	137.75	127.16
Tobacco processing and products.....	35.8	37.4	36.7	3.59	3.59	3.21	128.59	134.16	117.86
Rubber products.....	40.0	41.6	40.0	3.13	3.14	2.86	125.01	130.60	114.38
Leather products.....	38.1	38.2	38.5	2.03	2.05	1.90	77.29	78.54	73.39
Textile products.....	39.8	40.3	40.3	2.41	2.38	2.19	96.09	96.01	88.28
Miscellaneous textiles.....	40.1	41.7	40.2	2.66	2.65	2.30	106.82	110.63	92.35
Knitting mills.....	40.0	39.4	40.4	1.82	1.84	1.68	73.05	72.40	67.91
Clothing.....	35.0	36.0	36.5	1.97	2.00	1.86	69.04	71.92	68.00
Wood products.....	38.0	38.6	39.0	2.84	2.84	2.65	107.93	109.46	103.40
Furniture and fixtures.....	40.1	40.1	41.4	2.41	2.42	2.22	96.70	97.01	91.87
Paper and allied industries.....	40.6	40.9	40.8	3.48	3.47	3.30	141.39	141.62	134.69
Pulp and paper mills.....	40.9	41.1	41.1	3.73	3.73	3.60	152.65	153.28	147.87
Printing, publishing and allied industries.....	37.1	37.3	38.1	3.60	3.56	3.33	133.44	132.73	126.90
Primary metal industries.....	40.5	40.8	41.0	3.64	3.62	3.35	147.11	147.45	137.31
Iron and steel mills.....	39.7	40.1	40.3	3.83	3.80	3.45	152.24	152.62	138.96
Metal fabricating industries.....	39.8	41.2	40.8	3.26	3.26	3.00	129.80	134.46	122.41
Machinery, except electrical.....	40.2	40.9	40.2	3.40	3.40	3.16	136.72	138.93	126.81
Transportation equipment.....	40.0	41.2	40.6	3.62	3.60	3.25	144.50	148.20	132.04
Aircraft and parts.....	38.8	40.1	40.9	3.53	3.49	3.26	137.18	140.06	133.23
Motor vehicles.....	39.9	41.7	40.6	3.80	3.78	3.37	151.56	157.36	136.91
Assembling.....	41.9	42.6	41.7	4.31	4.16	3.90	180.31	177.32	162.86
Parts and accessories.....	38.9	41.2	40.2	3.75	3.56	3.27	145.84	146.76	131.33
Shipbuilding and repairing.....	40.2	40.3	40.5	3.74	3.49	3.25	150.27	140.47	131.65
Electrical products.....	37.9	39.3	38.6	2.93	2.97	2.69	111.17	116.94	103.62
Communications equipment.....	37.1	38.5	38.1	2.83	2.87	2.57	104.86	110.48	97.78
Non-metallic mineral products.....	41.8	42.8	43.1	3.20	3.13	3.00	133.61	133.85	129.08
Petroleum and coal products.....	42.5	43.1	43.4	4.23	4.14	3.78	179.70	178.43	164.04
Chemical and chemical products.....	40.8	41.2	40.8	3.23	3.17	3.01	131.94	130.52	122.79
Miscellaneous manufacturing industries....	38.6	39.9	39.2	2.41	2.42	2.24	93.21	96.48	87.98
CONSTRUCTION.....	40.7	40.3	41.6	4.11	4.09	3.64	167.40	164.89	151.35
Building.....	38.3	38.2	39.3	4.28	4.26	3.78	163.97	162.80	148.40
General contractors.....	38.3	39.2	39.7	4.05	4.01	3.65	155.14	157.21	145.14
Special trade contractors.....	38.3	37.5	38.9	4.46	4.44	3.88	170.56	166.78	150.97
Engineering.....	45.3	44.4	46.1	3.84	3.81	3.41	173.91	168.95	157.22
Highways, bridges and streets.....	46.0	45.9	49.0	3.18	3.22	2.98	146.23	147.56	146.24
Other engineering.....	44.5	42.7	43.1	4.61	4.49	3.92	204.90	191.97	168.98
OTHER INDUSTRIES									
Urban transit.....	42.0	43.6	41.6	3.73	3.59	3.49	156.81	156.80	145.08
Highway and bridge maintenance.....	36.9	38.7	36.7	2.68	2.67	2.53	98.91	103.38	92.54
Laundries, cleaners and pressers.....	37.1	37.3	37.4	1.73	1.75	1.61	64.39	65.38	60.44
Hotels, restaurants and taverns.....	33.7	32.3	33.5	1.73	1.72	1.60	58.27	55.50	53.64

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
Average		\$	\$		
1965.....	41.0	2.12	86.94	116.8	108.8
1966.....	40.8	2.25	91.65	123.1	110.5
1967.....	40.3	2.40	96.84	130.1	112.8
1968.....	40.3	2.58	104.00	139.7	116.2
1969.....	40.0	2.79	111.72	150.1	119.6
Last Pay Period in					
1969—July.....	39.9	2.77	110.57	148.5	117.0
August.....	40.1	2.78	111.37	149.6	118.2
September.....	40.7	2.82	114.89	154.3	121.7
October.....	40.4	2.84	114.87	154.3	121.1
November.....	40.4	2.88	116.18	156.1	122.0
December.....	37.2	2.92	108.68	146.0	113.9
1970—January.....	39.8	2.92	116.30	156.2	121.4
February.....	40.0	2.93	117.36	157.6	122.3
March.....	39.5	2.96	117.14	157.3	121.3
April.....	39.8	2.99	118.84	159.6	123.2
May.....	40.0	2.99	119.69	160.8	123.8
June*.....	40.1	3.01	120.65	162.1	124.2
July†.....	39.3	3.01	118.25	158.8	121.7

* Revised. † Preliminary.

Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS. Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	July 1970	June 1970	July 1969	July 1970	June 1970	July 1969
				\$	\$	\$
Newfoundland.....	41.2	43.5	43.4	2.36	2.25	2.09
Nova Scotia.....	39.8	39.1	40.1	2.45	2.42	2.20
New Brunswick.....	41.1	41.8	40.3	2.42	2.32	2.24
Québec.....	39.9	40.6	40.3	2.68	2.70	2.50
Ontario.....	39.4	40.3	40.0	3.19	3.20	2.91
Manitoba.....	38.9	39.6	39.9	2.74	2.72	2.48
Saskatchewan.....	39.4	40.5	39.1	3.14	3.12	2.94
Alberta.....	38.9	39.5	39.4	3.19	3.17	2.92
British Columbia.....	36.1	36.1	37.4	3.67	3.69	3.46

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision. Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 503, July 1970 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1970—July.....	5,617,000	5,177,600	439,400
June.....	5,672,000	5,230,100	441,900
May.....	5,607,000	5,101,600	505,400
April.....	5,719,000	5,028,300	690,700
March.....	5,718,000	5,012,900	705,100
February.....	5,707,000	5,012,600	694,400
January.....	5,676,000	5,016,500	659,500
1969—December....	5,638,000	5,101,300	536,700
November....	5,596,000	5,246,800	349,200
October.....	5,518,000	5,238,000	280,000
September....	5,518,000	5,258,400	259,600
August.....	5,514,000	5,246,300	267,700
July.....	5,469,000	5,190,400	278,600

Table E-4—Benefit Payments, by Province, August 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland.....	23,884	792,730
Prince Edward Island.....	3,494	105,570
Nova Scotia.....	38,827	1,252,751
New Brunswick.....	31,040	976,018
Québec.....	329,445	11,159,800
Ontario.....	438,746	15,170,190
Manitoba.....	37,776	1,217,731
Saskatchewan.....	26,758	880,350
Alberta.....	63,580	2,220,031
British Columbia.....	200,327	7,602,257
Total, Canada, August 1970.....	1,193,877	41,377,428
Total, Canada, July 1970.....	1,250,375	43,854,345
Total, Canada, August 1969.....	874,533	27,745,072

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	August 1970			August 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada.....	106,371	75,104	31,267	87,120	63,766	23,354
Newfoundland.....	1,926	1,374	552	2,272	1,518	754
Prince Edward Island.....	222	178	44	227	167	60
Nova Scotia.....	3,211	2,419	792	2,449	1,761	688
New Brunswick.....	2,777	2,055	722	2,354	1,741	613
Québec.....	33,761	23,725	10,036	25,536	18,316	7,220
Ontario.....	38,873	27,675	11,198	38,760	29,142	9,618
Manitoba.....	3,145	2,362	783	1,922	1,457	465
Saskatchewan.....	2,081	1,478	603	1,676	1,230	446
Alberta.....	6,267	4,507	1,760	3,084	2,266	818
British Columbia.....	14,108	9,331	4,777	8,840	6,168	2,672

* In addition, revised claims received numbered 36,081.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim
Province and Sex, at August 31, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimant August 29 1961
		1-4	5-13	14-26	27 or more*	
Canada	408,702	102,847	119,819	87,798	98,238	267,749
Male.....	247,609	68,134	71,468	53,087	54,920	158,722
Female.....	161,093	34,713	48,351	34,711	43,318	109,027
NEWFOUNDLAND	8,035	1,730	1,646	3,683	976	8,081
Male.....	5,883	1,235	1,000	3,059	589	6,381
Female.....	2,152	495	646	624	387	1,700
PRINCE EDWARD ISLAND	1,129	186	355	200	388	860
Male.....	712	128	263	100	221	544
Female.....	417	58	92	100	167	316
NOVA SCOTIA	12,170	2,800	2,475	2,880	4,015	11,078
Male.....	8,125	2,031	1,706	1,788	2,600	8,093
Female.....	4,045	769	769	1,092	1,415	2,985
NEW BRUNSWICK	10,156	1,994	2,267	2,267	3,628	8,773
Male.....	6,702	1,407	1,542	1,542	2,211	5,655
Female.....	3,454	587	725	725	1,417	3,118
QUÉBEC	126,573	25,926	37,616	27,036	35,995	91,748
Male.....	81,060	18,644	23,507	17,023	21,886	57,124
Female.....	45,513	7,282	14,109	10,013	14,109	34,624
ONTARIO	156,488	40,367	48,379	27,319	40,423	99,137
Male.....	84,854	24,608	25,456	14,425	20,365	55,554
Female.....	71,634	15,759	22,923	12,894	20,058	43,583
MANITOBA	12,393	3,821	3,610	3,384	1,578	7,383
Male.....	7,011	2,314	2,103	1,823	771	3,748
Female.....	5,382	1,507	1,507	1,561	807	3,635
SASKATCHEWAN	8,397	2,333	2,106	2,636	1,322	5,993
Male.....	5,103	1,378	1,480	1,582	663	3,255
Female.....	3,294	955	626	1,054	659	2,738
ALBERTA	21,107	8,355	6,189	4,466	2,097	9,112
Male.....	12,945	5,825	3,495	2,589	1,036	4,684
Female.....	8,162	2,530	2,694	1,877	1,061	4,428
BRITISH COLUMBIA	52,254	15,335	15,176	13,927	7,816	25,582
Male.....	35,214	10,564	10,916	9,156	4,578	13,688
Female.....	17,040	4,771	4,260	4,771	3,238	11,894

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)								
1965—Year.....	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year.....	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1969—September.....	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October.....	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November.....	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December.....	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
1970—January.....	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February.....	128.5	131.3	128.3	125.1	123.5	137.7	129.0	126.5
March.....	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
April.....	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
May.....	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
June.....	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.5
July.....	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.5
August.....	130.5	131.9	131.5	126.2	125.3	140.2	132.5	126.4
September.....	130.2	130.0	131.8	127.0	125.3	140.1	133.0	126.4
(1949 = 100)								
September.....	168.2*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—September, 1970

	All-Items						Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Sept. 70	Aug. 70	Sept. 69	Food	Housing	Clothing				
(1961 = 100)										
St. John's, Nfld.....	121.3	122.6	120.3	119.8	115.1	130.1	116.3	132.6	116.3	143.9
Halifax.....	124.1	125.3	121.2	130.2	118.6	117.8	118.9	142.3	129.9	127.6
Saint John.....	123.8	124.0	121.5	130.0	115.5	128.7	120.8	134.8	130.4	126.3
Montreal.....	124.3	124.8	122.1	125.6	117.1	124.5	125.7	131.9	140.3	128.2
Ottawa.....	127.7	128.0	123.9	129.4	120.8	129.8	126.1	142.9	136.7	132.2
Toronto.....	127.3	127.7	125.5	127.3	121.5	130.2	131.7	140.6	127.6	130.3
Winnipeg.....	127.6	127.4	124.7	132.4	115.7	134.5	128.9	146.8	135.4	128.7
Saskatoon-Regina.....	122.8	122.4	121.2	131.3	114.3	128.4	117.1	128.2	129.7	122.1
Edmonton-Calgary.....	126.1	125.7	123.0	131.2	119.1	126.8	121.5	144.0	134.9	124.1
Vancouver.....	123.5	123.4	119.5	128.4	118.0	127.7	122.9	134.7	124.6	113.4

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	Per cent of Estimated Working Time
1965.....	478	501	171,870	2,349,870	0.17
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
1968.....	559	582	223,562	5,082,730	0.32
1969.....	566	595	306,799	8,057,060	0.48
*1969—October.....	37	112	73,930	1,112,570	0.76
November.....	33	90	49,404	402,010	0.30
December.....	19	67	11,719	138,290	0.10
*1970—January.....	17	57	8,428	102,840	0.08
February.....	34	70	13,551	120,990	0.09
March.....	31	68	16,619	166,060	0.12
April.....	52	97	50,469	633,900	0.44
May.....	54	101	88,938	1,263,830	0.93
June.....	23	94	72,736	1,112,920	0.73
July.....	52	119	98,037	1,153,680	0.75
August.....	38	111	70,835	675,320	0.46
September.....	26	73	45,437	637,850	0.45
October.....	21	77	44,111	780,070	0.54

*Preliminary.

Table G-2—Strikes and Lockouts, by Industry, October 1970, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	—	—	—	—
Mines.....	1	1	60	180
Manufacturing.....	10	46	38,790	738,370
Construction.....	2	8	2,545	20,930
Transportation and utilities.....	—	2	121	2,770
Trade.....	1	7	463	4,730
Finance.....	—	—	—	—
Service.....	5	11	2,079	12,900
Public administration.....	2	2	53	190
ALL INDUSTRIES.....	21	77	44,111	780,070

Table G-3—Strikes and Lockouts, by Jurisdiction, October 1970, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—	—
Prince Edward Island.....	—	—	—	—
Nova Scotia.....	2	6	1,110	3,000
New Brunswick.....	—	2	185	3,880
Quebec.....	1	19	6,762	124,300
Ontario.....	12	28	30,578	580,890
Manitoba.....	—	—	—	—
Saskatchewan.....	1	2	478	3,960
Alberta.....	1	2	1,140	7,440
British Columbia.....	4	17	3,613	50,230
Federal.....	—	1	245	6,370
ALL JURISDICTIONS.....	21	77	44,111	780,070

Table G-4—Strikes and Lockouts Involving 100 or More Workers, October 1970, (Preliminary)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
Location				October	Accu- mulated	Termination Date	Result
Manufacturing							
FOOD AND BEVERAGES							
	*Acadian Fish and Booth's Fisheries Ltd., Mulgrave-Canso and Petit de Grat, N.S.	United Fishermen (Ind.)	245	6,370	43,860	Apr. 3	Union recognition—
LEATHER							
	T. Sissman Shoe Co., Aurora, Ont.	Food Workers Loc. 486 (AFL-CIO/CLC)	151	760	2,720	Sept. 14 Oct. 7	Not reported—5c an hr. increase the first year., 5c an hr. second yr.; piece work 7% increase the first year, 6% second year, 1/2 day off Christmas and New Year's eve.
KNITTING MILLS							
	Harvey Woods Ltd., Woodstock, Ont.	Textile Workers' Union Locs. 1300 & 986 (AFL-CIO/CLC)	550	2,750	2,750	Oct. 23 Oct. 30	Wages—Return of workers.
CLOTHING							
	Chateau Lingerie, Montreal, Qué.	Ladies' Garment Workers Loc. 438 (AFL-CIO/CLC)	154	3,230	21,550	Apr. 14	Wages, hours, working conditions—
WOOD							
	Scierie Price (Shipshaw), St-David-de-Falardeau, Qué.	Building and Woodworkers' Federation (CNTU)	300	6,300	31,800	July 1	Wages, hours—
	Scieries Murdock Ltée, St. Fulgence, Qué.	Building and Woodworkers' Federation (CNTU)	110	2,310	9,130	July 6	Wages, hours—
	Skeena Kraft Ltd., Celgar Sawmill Div., Castlegar, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC)	382	8,020	26,350	July 24	Alleged grievances—
PAPER							
	Compagnie Gaspesia Ltée, Chandler, Qué.	Pulp and Paper Mill Workers Loc. 455 (AFL-CIO/CLC) & Papermakers Loc. 858 (AFL-CIO/CLC)	706	14,830	33,190	Aug. 25	Wages, other benefits—
	Ontario Paper Co. Ltd., Thorold South, Ont.	Various unions	920	6,440	6,440	Oct. 1 Oct. 12	Inability to reach agreement on a master contract—85c an hr. increase over 3 yrs; acceptance of 7-day work week clause.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, October 1970, (Preliminary) (Cont.)

Industry			Duration in Man-Days		Starting Date	
Employer		Workers Involved	October	Accu- mulated	Termination Date	Major Issues
Location	Union					Result
Abitibi Paper Co. Ltd., Sault Ste. Marie, Iroquois Falls and Thunder Bay, Ont.	Papermakers Locs. 133 & 109 (AFL-CIO/CLC)	866	4,680	4,680	Oct. 2 Oct. 13	Wages, fringe benefits—27c per hr. increase eff. May 1, 1970, 26c or 6½% whichever is higher May 1, 1971, 15c or 3½% May 1, 1972 2c plus 3½% Aug. 1, 1972; other improved benefits.
Prince George, Pulp & Paper, Prince George, B.C.	Pulp and Paper Workers Loc. 9 (Ind.)	650	1,950	1,950	Oct. 9 Oct. 12	Not reported—Not reported.
PRIMARY METALS						
Aluminum Co. of Canada Ltd., (Kitimat Works), Kitimat, B.C.	Steelworkers Loc. 5115 (AFL-CIO/CLC)	1,998	31,970	143,860	July 14 Oct. 26	Wages, fringe benefits—Return of workers, settlement terms not re- ported.
Aluminum Co. of Canada Ltd., Richmond, B.C.	Steelworkers (AFL-CIO/CLC)	100	600	600	Oct. 23 —	Failure to negotiate a new agree- ment—
MACHINERY						
Canadian Longyear, North Bay, Ont.	Machinists Loc. 2412 (AFL-CIO/CLC)	170	2,040	4,420	Sept. 11 Oct. 20	Wages, fringe benefits—11% wage increase, improved fringe bene- fits.
Atlantic Dry Kiln Ltd., Rimouski, Qué.	Machinists Loc. 546 (AFL-CIO/CLC)	106	1,700	2,760	Sept. 17 Oct. 26	Wages—30c an hr. increase first year, 30c the second year.
TRANSPORTATION EQUIPMENT						
Hawker Siddeley (Can.) Ltd., Canadian Car, Fort William Division, Thunder Bay "F", Ont.	Auto Workers Loc. 1075 (CLC)	427	8,970	31,180	July 20 —	Wages, other benefits—
General Motors of Canada, Ste-Thérèse Ouest, Qué.	Auto Workers Loc. 1163 (CLC)	2,500	52,500	87,500	Sept. 11 —	Wages, other matters—
General Motors of Canada & subsidiaries, Various locations, Ont.	Auto Workers Various locals (CLC)	24,500	514,500	825,800	Sept. 11 —	Wages, other benefits—
ELECTRICAL PRODUCTS						
Franklin Mfg. Co. Ltd., Galt, Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	7,880	52,890	Apr. 11 —	Wages, fringe benefits, grievance procedures, length of agreement—
Canron Limited, Lachine, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	800	16,800	43,200	Aug. 13 —	Wages, fringe benefits, job secu- rity—
John Inglis Co. Ltd., Stoney Creek, Ont.	Auto Workers Loc. 525 (CLC)	407	8,550	18,320	Aug. 27 —	Wages—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, October 1970, (Preliminary) (Cont.)

Industry	Employer	Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
					October	Accu- mulated	Termination Date	
NON-METALLIC MINERAL PRODUCTS								
	Pro-Con Murray Ltd., Brampton, Ont.		Labourers Loc. 506 (AFL-CIO/CLC)	146	3,070	12,570	June 30 —	Wages—
	Quebec Ready-Mix Inc., Quebec area, Qué.		Building and Woodworkers' Federation (CNTU)	100	2,100	3,600	Sept. 10 —	Wages, hours, other benefits—
CHEMICAL PRODUCTS								
	Canadian Industries Ltd., McMasterville, Qué.		Metallurgists, Miners and Chemical Workers Federation (CNTU)	550	8,800	9,900	Sept. 29 Oct. 26	Wages—18% wage increase over 2-yr. period; evening and night shifts premiums increased.
	Canadian Industries Ltd., Nitro, Qué.		Metallurgists, Miners and Chemical Workers Federation (CNTU)	545	3,820	3,820	Sept. 30 Oct. 13	Wages, Rand formula—Wage in- creases, other benefits.
Construction								
	Moncton Construction Assoc., Moncton, N.B.		Sheet Metal Workers Loc. 64 (AFL-CIO/CLC)	153	3,210	8,870	Aug. 7 —	Wages, working conditions—
	Mechanical Contractors Association in Waterloo, Various locations, Southern Ontario.		Plumbers Loc. 527 (AFL-CIO/CLC)	550	11,550	31,350	Aug. 11 —	Wages, other benefits—
	Croft Metals, Halifax, N.S.		Painters Loc. 1439 (AFL-CIO/CLC)	100	700	2,900	Aug. 31 Oct. 13	Wages—Not reported.
	Cape Breton division of the Construction Assn. of Nova Scotia, Sydney, N.S.		Labourers Loc. 1115 (AFL-CIO/CLC)	600	1,200	6,600	Sept. 18 Oct. 5	Not reported—Not reported
	Ontario Steel Chatham, Ont.		Auto Workers (CLC)	900	900	900	Oct. 5 Oct. 6	Not reported—Not reported.
	Hydro-Quebec, Baie Comeau, Qué.		Public Service Employees' Federation (CNTU)	140	2,240	2,240	Oct. 8	Job security—

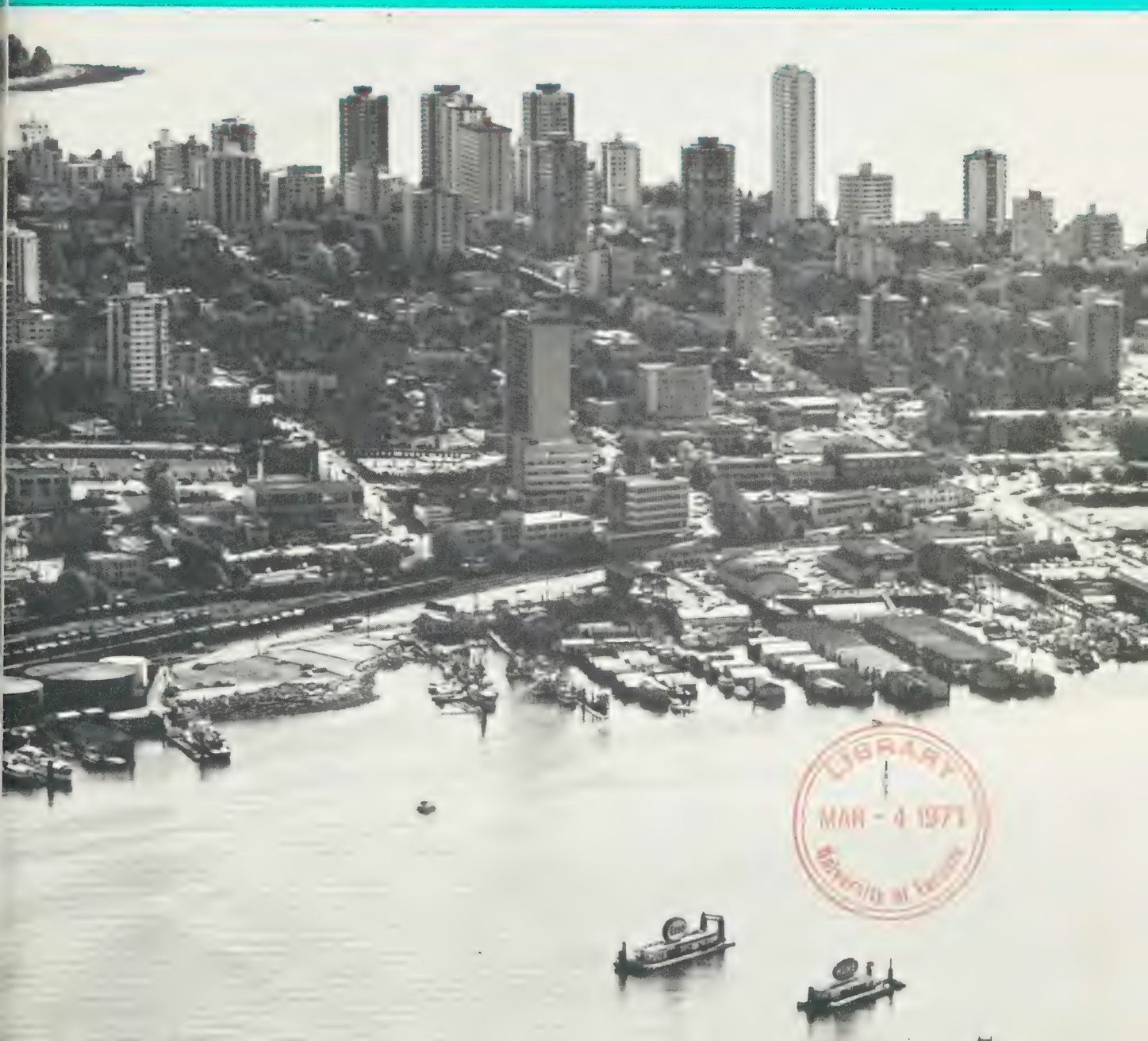
Table G-4—Strikes and Lockouts Involving 100 or More Workers, October 1970 (Preliminary) (Cont.)

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved	October	Accu- mulated	Termination Date	Result
Transportation and Utilities						
TRANSPORTATION						
Traverse Matane Godbout Ltée, Five St. Lawrence river ports, Qué.	Seafarers (CLC)	113	2,600	3,390	Sept. 23 Oct. 24	Guaranteed 10 work months— Wage increases, security of em- ployment time and one-half after 40 hours, improved vacations and fringe benefits.
Trade						
Nova Scotia Liquor Commission, Various centres, Nova Scotia	CLC-directly chartered	250	500	500	Oct. 8 Oct. 10	Wages, medical benefits—Return of workers pending further nego- tiations.
Service						
EDUCATION						
Commission Scolaire Régionale Saguenay, Chicoutimi, Qué.	Municipal and School Employees' Federation (Ind.)	302	600	1,510	Sept. 28 Oct. 5	Wages, seniority—8% wage in- crease.
Prince Albert Public, Separate & Collegiate Schools, Prince Albert, Sask.	Saskatchewan Teachers' Federation (Ind.)	380	1,900	1,900	Oct. 15 Oct. 22	Wages—Return of workers.
Edmonton Public School Board, Edmonton, Alta.	Public Employees' Locs. 474 & 784 (CLC)	1,100	6,600	6,600	Oct. 23 —	Wages—

*Federal jurisdiction.

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The critical disputes in the West Coast towboat industry were finally settled when the unlicensed personnel ratified new contracts in October 1970. The six-week strike of licensed personnel was settled in June. Federal Government mediators were active in bringing about the agreements reached. See: The West Coast Towboat Disputes, p. 86





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News Briefs

■ The Canadian Labour Congress has drafted a charter of minimum labour rights that it will seek to have accepted by the federal Government. The charter calls for: "the unfettered right to peaceful assembly and picketing; the right to bargain collectively on all matters arising out of technological change and automation; the right to strike during the term of a collective agreement, if bargaining cannot resolve matters in dispute that are not covered by such an agreement; the right to a meaningful say on all economic and social questions affecting the vital interests of workers, and trade union representation on all government boards administering state social programs; the right to training and retraining at employer and government expense; the right to take all measures necessary to protect the safety and health of workers on the job; the right to leisure through extended vacations and paid holidays; and the right to a comfortable, secure retirement at 60 years of age if so desired."

■ Ontario's new Women's Equal Employment Opportunity Act went into effect on December 1. The Act prohibits discrimination in employment on the grounds of sex or marital status, prevents dismissal for pregnancy and provides for unpaid maternity leave. The equal employment provisions apply to employers with six or more employees.

The Act says that an employer is forbidden to maintain any employment classification or category that excludes persons from employment on the grounds of sex or marital status, unless the work cannot reasonably be performed by persons of that sex or marital status. The Act also prohibits separate seniority lists based on sex or marital status, unless those factors are reasonable qualifications for the work to be done. Employment agencies are forbidden to discriminate in acting on applications or in referring applicants, and advertisements that limit positions to applicants of a particular sex or marital status are forbidden.

The maternity leave provisions do not apply to employers with fewer than 25 workers. But, where they are applicable, a woman who has worked at the same company for a year has to be given 12 weeks of maternity leave. The employer may require the employee to go on maternity leave at any time, however, if the duties of her position cannot reasonably be performed by a pregnant woman, or if her performance is materially affected by the pregnancy. The employee must produce a doctor's certificate, when requested to do so by the employer.

The Act provides for six weeks of compulsory leave after confinement, and makes this obligation binding on both the employee and the employer. If a doctor agrees, however, a shorter period of postnatal care is possible. On her return to work, the employee must be reinstated without loss of seniority or accrued benefits.

Individuals who contravene the Act, regulations, or an order from a board of inquiry set up to investigate a case, can be given a maximum fine of \$800; and corporations, unions, employers' organizations and employment agencies that do so may be fined up to a maximum of \$3,000.

■ Donald MacDonald, President of the Canadian Labour Congress, has announced that construction has begun on three major additions to the campus of the Inter-American Institute for Labour Studies at Cuernavaca, Mexico, to which Canadian union members are major contributors.

This Institute, opened in 1965, is operated jointly by the International Confederation of Free Trade Unions and its regional organization for the Americas. In 1969 more than 12,000 workers from 29 Latin-American countries participated in educational programs there. The project, which will provide a classroom building, a dormitory and a library, is being financed largely through voluntary contributions from local unions affiliated with the CLC, and is being supported by the Voluntary Agencies Division of the Canadian International Development Agency.

Commented Mr. MacDonald: "This is by far the most ambitious project ever undertaken by the Canadian Labour Congress in the field of international aid, and it represents a concrete expression of concern on the part of Canadian trade unionists for the welfare of their fellow workers in the Latin-American countries."

■ A 10 per cent increase in unemployment insurance benefits to begin January 3 was announced by Finance Minister Edgar Benson in his December budget. This is a temporary measure as the reforms of the unemployment insurance system announced in a White Paper in June 1970 should be in effect later in the year, providing much greater increases in benefits.

■ A testimonial dinner was held for 80-year-old Bernard Shane, Vice-President and Canadian Director of the International Ladies Garment Workers' Union, in Montreal on November 14, 1970. Mr. Shane has been active in union work since 1911, when he became Chairman of the Philadelphia Joint Board of the Cloak-makers' Union, and he still has plans for organizing 10,000 workers in Montreal's garment industry.

Mr. Shane was born in the Ukraine in 1890, emigrating to the United States in 1906, and coming to Canada as an ILGWU organizer in 1929. In 1934, he arrived in Montreal, where girls in the garment industry were making as little as \$7-\$12 a week and male cutters were getting \$18 a week and working in "sweatshop" conditions. Now cutters earn more than \$4 an hour and a woman in dressmaking can make \$2.50 an hour. And Mr. Shane hasn't called a major strike since 1937.



Dr. J. P. Zweig

Bryce Mackasey

■ Labour Minister Bryce Mackasey received an honorary law degree from his alma mater, Sir George Williams University, Montreal, during the university's fall convocation in November. Speaking to the students, Mr. Mackasey said that the graduating class has a responsibility to help form or solidify the bridge between French-speaking Canada and the rest of the nation. "There is no better equipped group of graduates to do this." He told the class that the true test of whether they were educated or not was whether they had matured to the point that they recognized their role in society and would assume that role or run away from it.

■ Harry Kelman, 59, Production Manager and Art Director for the Canadian Labour Congress died in December. Born in Russia, Mr. Kelman arrived in Canada at the age of 10 in 1911. After World War II, he worked in Europe with various labour groups, including the International Confederation of Free Trade Unions. He returned to Canada in 1955 and joined the CLC, holding the same position until his death.



Rodman E. Logan

■ **Rodman E. Logan, 47, is New Brunswick's Minister of Labour in the new Progressive Conservative Government.** The Conservatives ended 10 years of Liberal Government in the province by winning the October 26, 1970 election. Mr. Logan is a lawyer and has been a Member of the Legislative Assembly since 1963, representing Saint John West. He will also hold the portfolio of Provincial Secretary in the new Government.

■ **The United Stone and Allied Products Workers of America has merged with the United Steelworkers of America.** The Stone Workers have five locals and about 270 members in Canada and 20,000 members in the United States. Some contracts currently in effect with the Stone Workers are with companies also under contract to the Steel Workers. The union was founded in 1903 as the Quarry Workers International Union of North America, representing granite workers in Maine, New Hampshire and Vermont. The present name of the union was established in 1940.

■ **A serious shortage of plumbers, steamfitters and sheet metal workers in 1975 is forecast by the Research Branch of the Ontario Department of Labour in a report on projected manpower requirements in 1975 for selected trades in Ontario's mechanical construction industry.** The report estimates that, by 1975, there will be 8,262 plumbers, 3,651 steamfitters and 4,835 sheet metal workers available for employment. But the report says that by 1975 the industry will require 9,194 plumbers, 3,961 steamfitters and 5,432 sheet metal workers.

To project the number of workers required in each trade the relationship between output and employment in the industry in question was used. A number of problems had to be overcome before this method could be applied. Manpower coefficients had to be calculated and the volume of mechanical work in 1975 projected. The report defines a manpower coefficient as the number of man-hours required from a specific trade for each \$1,000 of mechanical work. Manpower coefficients were estimated using special tabulations drawn from data collected by the Dominion Bureau of Statistics in its 1968 survey of the industry. They were then adjusted to allow for an improvement in labour productivity between 1968 and 1975. The critical question asked in this respect was whether widespread acceptance of major changes in production techniques would occur by 1975 and have a significant impact on the manpower coefficients. It was concluded that many of the developments in the industry are potentially revolutionary, but that their use would not be widespread before 1975.

Estimation of the value of mechanical work in 1975 was done in two types. Projections of the volume of construction that year for the residential, industrial, commercial and institutional sectors were obtained. The value of mechanical work was estimated by applying the proportion that this constituted of the total value of construction in each sector in 1968. The adjusted manpower coefficients were then applied to this estimate to obtain the total number of man-hours required for each trade in 1975. The last step was to convert the latter into the number of workers required. This was accomplished through dividing the total man-hours required by an estimate of the number of man-hours worked in a year by a person employed in the trades in question.

■ The "inflationary construction wage settlements" of 1970 will probably continue in 1971 and 1972 "unless a balance is re-established in the relationship between labour and management" in the construction industry, says the Canadian Construction Association's annual brief to the federal Government.

The CCA again asked the Government to take action to reduce "irresponsible labour strife" by allowing the initiation of prosecutions for violations of sections of labour legislation that deal with unfair labour practices. And it again urged the federal Government to recognize "seasonal and other factors in its hours of work standards as do collective bargaining and provincial standards."

The submission noted that the Association agrees with some elements of the White Paper on unemployment insurance, but objects to others. The burden of "experi-



ence rating" will fall most heavily on construction employees, the brief says. Under the plan, employers whose annual insured payroll exceeds \$78,000 will be experience rated. The basis for this will be the relationship between the layoff pattern in his company and that of similar companies across Canada. This feature is designed to provide an incentive for employers to stabilize their employment patterns as much as possible.

The CCA states, however, that construction companies have no control over many of the variables that determine layoff patterns in the construction industry. The Association is afraid also that the proposal to qualify a claimant for benefit after eight weeks of employment, when coupled with "the substantial increases in benefits, allowable earnings and the operation of construction SUB plans, will combine to adversely affect the incentive to seek work where job opportunities exist, and thereby restrict the essential mobility of the construction labour force."

The brief objected also to the inclusion of sickness and pregnancy in the unemployment insurance program. The Association said, "The purpose of an unemployment insurance system, as we understand it, is to provide financial and other assistance to those workers who are available for but unable to find work, and we support this system. The essential criterion of availability, however, is missing in the case of contingencies involving sickness and pregnancy. Without debating the merits of social assistance in matters of sickness and pregnancy, we submit that consideration of these contingencies does not belong in an unemployment insurance program."

■ A total of 247 collective agreements covering some 518,000 workers expire in 1971, according to statistics compiled by the Canada Department of Labour. The contracts analysed cover 500 or more employees in all industries other than construction, and are detailed in the departmental publication, *Calendar of Expiring Agreements*, now released. Expiring contracts are grouped by month of expiry, province, industry and legislative jurisdiction. The Calendar is based on information available on December 1, 1970 and is subject to amendments because of current negotiations. An updated version of the calendar will be available before June 1971.

■ Treasury Board and Lever Brothers Ltd. have signed a reciprocal pension transfer agreement, the first of its kind between the federal Government and Canadian industry. Under the agreement, employees of Lever Brothers joining the Public Service, or vice versa, will be able to obtain full credit for their prior pensionable service under their new pension plan on the transfer of both the employee's and the employer's contributions. Thirty-nine similar agreements are in force between the Government of Canada and other governments, Crown Corporations, universities and staff organizations. The lack of reciprocal agreements in the industrial sector has handicapped the development of an interchange of personnel between government and industry. The Lever Bros. agreement is the first of a number of such agreements under active consideration by Treasury Board.

Labour relations around the world

■ The West German Government announced in October its decision to further stabilize the country's economy in 1971 through the implementation of price and wage guidelines for both unions and management. A 3 to 4 per cent growth in GNP was forecast, with consumer prices rising about 3 per cent and wages up a maximum of 9½ per cent this year. Wages went up 14 per cent in 1970 and prices of consumer goods rose by an inflationary 5 per cent. Dr. Karl Schiller, the Economics Minister, emphasized that the guidelines were not intended to influence the then current negotiations in the metal industry where the companies were offering a 10 per cent raise and the unions were demanding 15 per cent.

■ A ban on closed shops, a 60-day cooling off period for national emergency strikes, and a new court to deal with "unfair industrial action" are three major elements of a new industrial relations bill introduced in the British Parliament in December 1970.

The bill calls also for: legally binding collective agreements, unless the parties say otherwise; secret ballots in serious disputes; the legal right for a worker to join or not to join a union; regular reports, like shareholder's reports, to the workers of large companies; six weeks notice for workers dismissed after 10 years of service, and eight weeks after 15 years; a registrar of trade unions and employers' associations to ensure that the organizations have rules that "do not conflict with basic principles affecting members' rights," and a stronger Commission on Industrial Relations that would be put on a statutory basis.

Responding to the proposals contained in the Bill, the Trades Union Congress said that "the Government's proposals represent a fundamental and retrogressive change in the whole basis of industrial relations in Britain." The TUC charged that the Bill will "foist onto the British working people and employers the worst features of an American system that is alien to British practices and attitudes."

■ About 200,000 Swedes subsist far below Sweden's generally high standard of living says a report on low incomes in Sweden. Most of these persons live in cities or in distant rural areas. And most of them are women. The study found also that education, not money, is the key to a good life. The higher your education is, the safer and more enjoyable is your work, the higher your income, the better your health and more balanced your diet, the more you get for your money (by avoiding poor quality products), the better your housing, the better use you make of your free time, the more you use available freedoms and voice your opinions, and the higher your children's education will be. In addition to education, sex was a decisive factor affecting the standard of living, the report said. Women's incomes are lower than men's and their working hours are longer.

■ Italy produced fewer cars in 1970 owing to absenteeism in the motor industry. The Fiat company estimates that employees who don't turn up for work are now adding \$10,000,000 annually to costs. The main reason appears to be that last June it was made illegal to send factory doctors to make spot checks on the homes of workers claiming time off for sickness. Within three days, the absenteeism rate of Alfa Romeo, Italy's second largest car manufacturer, rose from 6 to 18 per cent and has stayed near that figure ever since. No extra men can be hired, even with union permission, because northern Italy is suffering from an increasing shortage of skilled labour.

The effects of absenteeism are now proving to be more devastating than the strikes of the past 24 months. In 1969, Fiat lost 20,000,000 man-hours—12,000,000 through strikes and 8,000,000 through absenteeism. But the company estimates that, for 1970, 30,000,000 man-hours will have been lost—5,000,000 through strikes and 25,000,000 through absenteeism.

This threefold increase in absenteeism is bound to push up the prices of cars. The 18,000 men who daily fail to clock in at the Fiat works are eroding a considerable part of the company's profit margin. Fiat has a \$1 billion turnover, 3 per cent of Italy's GNP. By contrast, absenteeism in the car industries of West Germany and Japan is virtually unknown.

Book reviews

The Constitutional Framework of Union Finance, by J. K. Eaton, Information Canada, 194 pages, \$2.00.

This study is the first attempt to provide information on the financial provisions of the constitutions of Canadian unions. Prepared in the Economics and Research Branch of the Canada Department of Labour, it analyzes the constitutions as of December 31, 1966, and includes tables dealing with various aspects of union finance, such as initiation fees, monthly dues, per capita taxes, other sources of local and headquarters revenue, and other financial provisions. The information is presented for the unions as a whole, and also on the basis of affiliation, geographical scope, and industrial coverage and size in terms of membership in Canada.

Studies of the Task Force on Labour Relations, Information Canada. Sixteen studies that were provided under contract for the Prime Minister's Task Force on Labour Relations have been published by Information Canada. Seven more will be published soon. Studies written in English have French resums and vice versa. Those published are: No. 1—Broadcasting—An Industry Study, by Ruby Samlalsingh, DBS, 130 pages, \$1.50; No. 2—Professional Workers and Collective Bargaining, by Shirley Goldenberg, McGill University, 298 pages, \$2.50; No. 3—Syndicalisme, consommation et société de consommation, by Bernard Solasse, Laval University,

47 pages, \$1.00; No. 4—Compulsory Arbitration in Australia, by Prof. J. E. Isaac, Monash University, Australia, 84 pages, \$1.00; No. 5—Adaptation and Innovation in Wage Payment Systems in Canada, by Jack Chernick, Rutgers University, New Jersey, 130 pages, \$1.50; No. 6—Labour Arbitration and Industrial Change, by Paul Weiler, Osgoode Hall Law School, York University, Toronto, 146 pages, \$1.50; No. 7—Trends in Industrial Relations Systems of Continental Europe, by Paul Malles, Economic Council of Canada, 213 pages, \$2.50; No. 8—Labour Disputes in Essential Industries, by Harry Arthurs, Osgoode Hall Law School, 305 pages, \$3.25; No. 9—Le syndicalisme au Québec: structure et mouvement, by J. Dofny and P. Bernard, University of Montreal, 117 pages, \$1.25; No. 10—Unfair Labour Practices: An Explanatory Study of the Efficacy of the Law of Unfair Labour Practices in Canada, by Innis Christie and Morley Gorsky, Queen's University, Kingston, Ont., 220 pages, \$2.50; No. 11—Industrial Conversion and Workers' Attitudes to Change in Different Industries, by Jan Loubser and Michael Fullan, The Ontario Institute for Studies in Education, Toronto, 270 pages, \$3.00; No. 12—Responsible Decision-Making in Democratic Trade Unions, by Earl Palmer, University of Western Ontario, London, Ont., 423 pages, \$4.50; No. 13—Structures et pouvoirs de la Fédération des Travailleurs du Québec, by Paul Bernard, University of Montreal, 367 pages, \$3.75; No. 14—Evolution du patronat et ses répercussions sur les attitudes et pratiques patronales dans la province de Québec, by Laurent Bélanger, Laval University, 115 pages, \$1.50; No. 15—Wildcat Strike in Lake City, by Maxwell Flood, McMaster University, Hamilton, Ont., 146 pages, \$1.50; and, No. 16—A Study of the Effects of the \$1.25 Minimum Wages Under the Canada Labour (Standards) Code, by Mahmood Zaidi, University of Minnesota, 163 pages, \$1.75.



50 years ago

An industrial safety conference in Halifax; a request that the Factories Act be amended; the case of a workman hired in Ontario and injured while at work in Québec; the case of an employee injured in Ontario but wishing to bring action in Saskatchewan; several regulations governing female labour, handicapped workers and apprentices adopted by the Ontario Minimum Wage Board; the order for dissolution of the French-General Federation of Labour; an Act providing for universal compulsory labour service in Bulgaria; mortality in Russia; the Pan-American Federation of Labour's third annual congress in Mexico City; a declaration by the U.S. Supreme Court on sympathetic strikes and secondary boycotts; and a call by the Turin Chamber of Labour to all industries to reduce working time rather than dismiss workmen were some of the topics reported in *The Labour Gazette* of February 1921.

■ The dissolution of the General Federation of Labour was ordered by the Correctional Court of Paris. This came as a sequel to a general strike that took place seven months earlier and had as its main objective the nationalization of public utilities. The Federation was charged with having political aims in view, instead of merely the defence of the economic interests of its members.

■ An Act providing for universal compulsory labour service came into force in Bulgaria. The law's main objectives were: increased production and the economic reconstruction of the country; provision of modern education for the young; encouragement of an interest in the welfare of the country; development of a spirit of co-operation and mutual help; and creation of a new source of profit for the state. All Bulgarian citizens were liable to compulsory labour service. Men who had reached the age of 20 were required to serve for a year and girls of 16 had to serve for six months. It was proposed to use this labour in the construction of public works, urban planning, forestry, agriculture, mining, industry and essential services. Workers were to be given training for their tasks.

■ The November 11, 1920 issue of the "Volia Rossii," a leading Prague socialist newspaper, reported that mortality in Russia from 1911 to 1920 had increased from 21 per thousand to 75. The birth rate had decreased from 20 per thousand to 13. During August, September and October 1920, the newspaper revealed, 13,855 persons were shot, there was no free speech, strikes were prohibited, and industrial output was one fifth of normal. The leading Bolshevik newspaper, the "Moskovskia Izvestia," reported on October 17 that 1,206 executions had taken place in September; 481 were for military offences and 335 for political offences.

■ At the third annual Congress of the Pan-American Federation of Labour, which met at Mexico City in January, a resolution was adopted favouring the establishment of agencies in all Latin-American countries for the collection and dissemination of information regarding labour conditions.

■ The Supreme Court of the United States declared unlawful the ordering of sympathetic strikes by a labour organization, and the adoption of means to prevent the sale of the products of a company with which it had a dispute. Three judges dissented.

■ The Chamber of Labour, Turin, Italy, passed a resolution asking all industries to diminish their working time by 20 per cent, or from eight to six hours, instead of dismissing 20 per cent of their workmen. The League of Industrials, although not thinking the measure could be applied generally, declared itself ready to negotiate with representatives of the workmen.

■ An industrial safety conference called by the Nova Scotia Accident Prevention Association was held at Halifax in January to discuss the progress made during the past year in industrial safety and to review future plans. Many of the representatives described the progress of safety work in their individual plants. One of the largest industrial firms in the province reported a reduction of more than 30 per cent in accidents during the year, this being attributed largely to an educational campaign among employees. Another company that had only recently initiated special safety measures reported a reduction in the number of injuries to workers amounting to 75 per cent of the previous year's total. It was stated that the industrial firms in the province were always eager, both on humanitarian and economic grounds, to make any expenditures that might be suggested to them in the interest of safety.

■ A delegation of the Building Trades Council of Ontario asked the Ontario Government in January to amend the Factories Act to compel the installation of proper safety devices in all elevators in buildings; increase the workmen's compensation scale of payment from 66½ per cent to 100 per cent; and make the increased compensation allowance provided at the last session of the legislature retroactive to include non-fatal cases prior to July 1. The delegation suggested also that work begin at once on the administrative building to be erected at Queen's Park, Toronto, to provide work for the unemployed.

■ A workman hired in Ottawa but employed in a lumber camp in Québec was struck by a piece of wood while at work. The accident caused the loss of an eye. He brought an action against his employers under the Québec Workmen's Compensation Act and claimed an annuity of \$241.87, or a total sum of \$1,880.92. His employers contested the action on the grounds that the parties were governed by the laws of Ontario, because the contract of hire was signed there, and that the plaintiff had waived his right to the action by applying to the Québec Board of Compensation for satisfaction of his claim. The Court ruled that the plaintiff had not abandoned the right to apply to the courts of Québec and that his claim came within the scope of the Québec Act. It found that he was entitled to a sum of \$1,864.13.

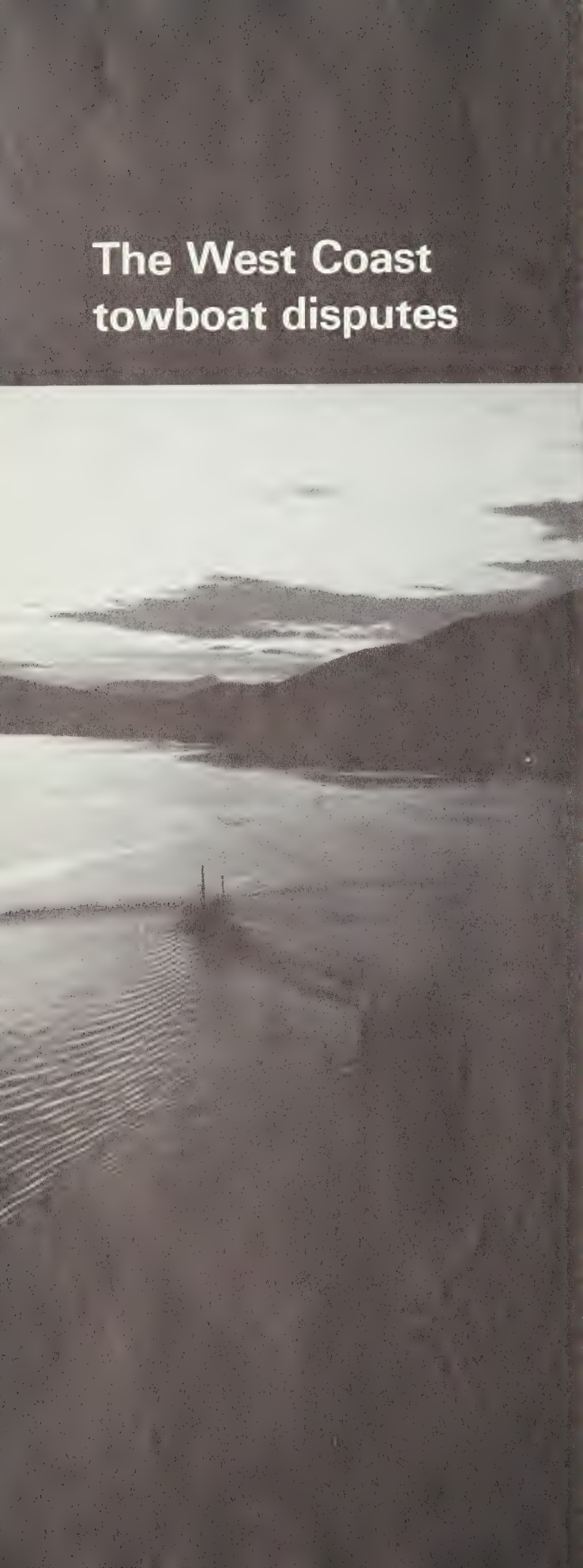
■ A locomotive fireman living in Ontario was injured in a railroad accident caused by the negligence of a fellow employee. He brought an action against his employer in the Court of King's Bench of Saskatchewan, where he had subsequently taken up residence, and a jury fixed damages at \$10,700. The defendant company claimed that the plaintiff had no right of action in the Saskatchewan courts, as the law of Ontario provided exclusive jurisdiction over the matter in question. The Court upheld the claim of the defendant because the plaintiff was living in Ontario at the time of the accident. The action was dismissed.

■ The Ontario Minimum Wage Board adopted regulations, approved by the provincial government, requiring that all employers of female labour keep a complete record of the names of workers and of the wages they received, such records to be kept open at all times to inspection by the Board. Provision was made also for payment by special permission of wages lower than the standard minimum in the case of handicapped workers, part-time workers and apprentices. The Board began an investigation of women's wages in laundries and dye works across the province.

■ The January 1921 issue of the Labour Gazette reported that a system of apprenticeship in Canada was outlined at a meeting of the National Joint Industrial Board of the Building Industries, held in Montreal. The scheme provided for the establishment of a national apprenticeship council that would have advisory and supervisory functions and would issue forms of indenture for each trade. Employers would then give their apprentices the fullest opportunity to learn their respective trades efficiently.

■ This issue also gave an account of the report of the British Ministry of Transport on railroad accidents in Britain in 1919. The report showed that fatalities totalled 932, compared with 870 the previous year. Of the 932 persons killed, 98 were passengers, 377 were railway and contractors' employees, and 457 were "other persons." The number of persons injured on the railways in 1919 was 23,983.

■ Another story in the January Gazette was about a strike-insurance company (the Deutsche Streikschutz) that had been formed in Berlin, Germany, "to mitigate the economic consequences of unavoidable strikes by helping its members to bear the losses arising therefrom." Its members had to belong to the Federation of German Employers' Associations. Compensation would depend on whether the strike were justified or not, the decision depending upon the associations.



The West Coast towboat disputes

The critical disputes in the West Coast towboat industry were finally settled when the unlicensed personnel ratified new contracts in October 1970. The six-week strike of licensed personnel was settled some months earlier, in June. Federal Government mediators were active in bringing about the agreements reached.

The services of the Department of Labour were used initially when, at the request of the Canadian Merchant Service Guild, the Minister appointed Industry Specialist D.S. Tysoe as conciliation officer on August 20, 1969 to deal with the contract dispute between the Guild and the B.C. Towboat Owners' Association, Vancouver. The existing collective agreement was due to expire on September 30, 1969. Some 1,200 masters, mates and engineers were represented by the Guild and were employed by 32 member companies of the Association.

Some days later, the Seafarers' International Union and the Canadian Brotherhood of Railway, Transport and General Workers requested conciliation services. The Minister also appointed D.S. Tysoe as conciliation officer to deal with the two separate contract disputes concerning both unions and the Association. The existing collective agreements in each case were also due to expire on September 30. The SIU represented some 300 unlicensed personnel employed by eight companies. The CBRT bargained for about 375 unlicensed personnel employed by 16 companies.

The main issues in dispute in all three cases were identical: manning, safety, crew accommodation and wages.

On the instructions of the Minister of Labour, Bryce Mackasey, a joint committee comprising officers of the conciliation, safety, and labour standards branches of the Department of Labour and of the Department of Transport, was established on October 14, 1969 to examine safety, labour standards and manning in the towboat industry.

The conciliation officer reported on October 28 that, despite many meetings during the preceding two months in the Guild dispute, he was unable to bring about a settlement. He recommended that a conciliation board be established. At this time the Guild made a written request to the Minister asking that a board not be appointed, whereas the Association wanted one established. A board was appointed by the Minister on the day the officer's report was received.

On November 21, 1969, the Minister appointed R.A. Gallagher, QC, of Winnipeg, as chairman of the conciliation board. In the meantime, the SIU and CBRT disputes remained at the conciliation officer stage; but, despite continuous meetings, progress was slow.

The conciliation officer made proposals for settlement of the SIU and CBRT disputes on December 4, 1969. At the same time, W. P. Kelly, Director of Conciliation and Arbitration with the federal Department of Labour had several telephone conversations with the parties and urged them to work out an agreement based on the proposals.

The joint interdepartmental committee on safety, labour standards and manning in the industry reported in early December. The report outlined the results of the investigation and observations made of the operation of vessels at all hours and under all weather conditions over a two-month period. A copy of the report was provided confidentially to the conciliation board chairman.

The Minister summoned to Ottawa on December 19 the parties concerned in the unlicensed personnel disputes. Mediation services were provided by Assistant Deputy Minister Bernard Wilson and Mr. Kelly. Following hard bargaining, a settlement was reached and the SIU and the CBRT undertook to submit the terms to their membership for ratification.

Meanwhile, the Minister of Transport had announced that his Department would introduce new regulations requiring Canadian ships, including towboats, to be adequately manned insofar as safety standards were concerned. Officials of the Departments of Transport and Labour held a series of meetings in Ottawa to draft

the regulations. The employers and unions in the industry also met with officers of the Department of Transport in Vancouver to discuss the proposed regulations.

Early in February 1970, it was reported that the CBRT membership, by a majority vote of 70 per cent, had accepted the settlement brought about in Ottawa by the mediators' efforts. Later in the month, the SIU members, by a vote of over 70 per cent, rejected the same settlement.

The Minister received, on February 12, the unanimous report of the conciliation board that dealt with the Guild dispute. Beginning on December 8, 1969, the board held some 17 formal hearings and made strenuous efforts to find common ground for a settlement. The board appended a draft collective agreement to the report. Its main recommendations were as follows:

1. **Wages:** A 10 per cent increase to all Guild personnel as of 1 October 1969—minimum dollar increase to be \$70 per month. A further 10 per cent increase as of 1 October, 1970—based on wage rates being paid then.
2. **Length of agreement:** Two years from 1 October 1969.
3. **Manning:** The following manning rules to be adhered to by all operators in the industry, and to be policed by the federal Government: (a) the crew of any commercially operated tug shall be a minimum of two men; (b) the manning of a tug shall allow for two men being available to the wheelhouse at all times when the vessel is under way; (c) vessels must be so manned that no employee is required to work in excess of 12 hours out of a period of 24 hours except in emergency conditions; and (d) every employee shall get at least eight hours rest out of every 24 hours, six hours of which must be consecutive.

Any manning dispute existing when the board report is being implemented, if it cannot be settled, is to be referred to the conciliation board chairman for a final and binding decision.

4. Accommodation: The board recommended that a committee of owners, Guild members and Department of Transport officials (specifically, those familiar with vessel construction and accommodation) be set up to police and administer vessel accommodation standards, subject to the following provisions for all towboats: (a) that, where practicable in the opinion of an officer of the Department of Transport who is qualified in vessel construction, sleeping accommodation for an officer shall be above deck; (b) such accommodation should be properly and adequately insulated against engine noise, and other noise; (c) such accommodation should be properly and adequately insulated against heat and cold, and should have provision for warmth when weather conditions require it; (d) every towboat should have a properly installed and properly functioning head; (e) on continuously operating towboats, there should be a shower that should not be in the proximity of the head; (f) continuously operating towboats should have the necessary machines for washing and drying clothes; (g) the accommodation on all towboats should be properly and adequately ventilated; (h) on all towboats, there should be a suitable galley that should contain a stove and a refrigerator adequate for the size of the crew, and an eating area, separate from the galley and properly equipped; (i) where practicable, in the opinion of an officer of the Department of Transport, the distance from deck to deckhead shall be at least 6½ feet; (j) each officer should have a properly built bunk, which, wherever practicable, should run fore and aft, and be not less than 75 inches in length and 36 inches in width; and (k) on new vessels over 65 feet in length, the height between deck and deckhead should be at least 7 feet.

These provisions and standards were to apply on all existing vessels except those cited in (k). The operators were to have three years in which to conform to these standards. The report was immediately released to the parties.

The Guild asked the Minister on February 27 to reconvene the conciliation board to clarify certain recommendations in the report. The Minister directed the conciliation board to reconsider and clarify or amplify its report in accordance with Sec. 31(2) of the IRDI Act. The board made a further report to the Minister on March 26, clarifying some 14 recommendations contained in the earlier report. This second report was sent to the parties the same day.

Early in April, the Guild distributed ballots to its membership and recommended rejection of the report—and it also sought authority for strike action. On April 9 the conciliation board appointed to deal with the SIU dispute was fully constituted when the Minister appointed George Rogers of Vancouver as chairman. It was unlikely that this board could make a report until the Guild dispute was settled, however. There was no change in the CBRT dispute; both parties were awaiting the outcome of the disputes affecting the SIU and the Guild.



The Minister of Transport met with representatives of the Towboat Owners' Association in Vancouver about the middle of April to discuss the possibility of forming a labour-management committee to consider regulations governing safety, manning and accommodation standards in the towboat industry. At the end of the month, Kelly was in Vancouver assessing the situation when the Guild vote was completed. Ninety-one per cent of the Guild membership cast ballots. Of these, 84 per cent voted to reject the report, and 78 per cent voted for strike action.



On the morning of Saturday, May 2, the parties met for further negotiations, and mediation services were provided by Kelly and D.S. Tysoe. Mediation continued until Sunday noon when the Guild called a strike and negotiations were terminated. The breakdown in negotiations centered on the issue of manning. At this point, the mediators withdrew temporarily from the dispute.

The Minister directed Kelly on May 25 to fly to Vancouver to consult with representatives of both parties for the purpose of assessing their attitudes to determine whether further mediation could be fruitful.

The Minister of Transport announced in the House of Commons on May 26 that the parties in the towboat dispute had accepted his Department's proposals for new regulations in the industry. He added that he did not see any problem in having them accepted and proclaimed promptly through the Department of Justice. Messrs. Kelly and Tysoe began intensive daily mediation sessions with the parties. Meanwhile, in the courts, several injunction proceedings and damage suits were instituted as a result of the effects of the strike. These actions resulted in fines and contempt of court proceedings that in one case led to a jail sentence that was appealed and quashed.

Following lengthy discussions with the mediators, the employers agreed to submit a package proposal on all outstanding items including manning and accommodation. The total wage increase offered was 28.2 per cent over a three-year agreement terminating on September 30, 1972. On June 8, the mediators placed the package proposal before the Guild negotiating committee, with officers of the British Columbia Federation of Labour present. Throughout the night, meetings were held by the Guild negotiating committee and the Guild management committee, with the three-man committee of the B.C. Federation of Labour in attendance. After the final meeting of the two committees on June 10, the mediators were advised that the package was acceptable—provided that certain retroactive pay adjustments were made. Discussions between management and the mediators resulted in the adjustments being made, and agreement was reached.

The agreement covering a three-year term from October 1, 1969 to September 30, 1972 contained the following wage increases:

Full retroactivity (10 per cent) from October 1, 1969 calculated on: (a) straight-time hours worked; (b) overtime hours worked; and (c) payment for excessive hours. Settlement pay (retroactivity) to be paid to all entitled employees as soon as possible but not later than the end of June.

Date of Settlement	Minimum Increase per Month
June 13, 1970—10 per cent	Masters—\$75.00 Others—\$70.00
June 13, 1971—10 per cent	Masters—\$75.00 Others—\$70.00
December 1, 1971—6 per cent	NIL

The controversial section on manning, in addition to being covered by DOT regulations governing hours of rest, was dealt with in the collective agreement by restricting hours of work. The parties agreed to the principle of the 12-hour day on continuously operating tugs, with the following provisions for overtime: (a) not more than 14 hours overtime in any consecutive 7-day work period; (b) not more than 21 hours overtime in any consecutive 14-day period; and (c) not more than 24 hours overtime in any consecutive 21-day period.

The agreement provided also that two men be available for the wheelhouse at all times when a vessel is under way. The combined effect of DOT regulations on hours of rest and the provisions of the collective agreement would have a definite effect on the manning of tugs. It was not possible, however, to predict the actual crewing of all vessels at that time, other than to say that two- and three-man tugs in continuous operation would be eliminated.

If a dispute should arise on the manning of any given vessel, DOT would determine the number of crew on the basis of DOT regulations and would be required to provide a report that the vessel is in compliance with statutory provisions. If the dispute could not be mutually resolved at this stage, the matter would be referred to the chairman of the conciliation board, who would sit as a single arbitrator, and his decision would be final and binding.

By June 13, the settlement was ratified and the strike terminated. The six-week strike idled some 19,000 workers in other industries. As mentioned earlier, the Guild was involved in several contempt of court action for disobeying injunctions to restrain the union from illegal picketing of the premises of other employees not directly involved in the strike.

Meanwhile, the SIU conciliation board, after one initial meeting in May, had held its hearings in abeyance pending the outcome of the Guild dispute. The CBRT dispute was also dormant for the same reason.

Hearings of the conciliation board resumed in late May and continued until the end of July. The board made three separate reports that were received by the Minister in August. The chairman's recommendations, among other things, provided about the same dollar value as the Guild settlement, with some variation in the staging of increases.

On September 9, prior to the release of the report, Tysoe brought the negotiating committees of the SIU, the CBRT and the employers' committee back to the bargaining table. He reported that progress was made in mediation on various items in dispute, but that the main issue still in contention was the problem of manning. The report of the chairman had generally provided the parties with a basis for negotiations. Following intensive daily sessions, the mediator reported on September 16 that agreement had been reached on all matters in dispute, subject to ratification.

In late October, the mediator advised that the settlement had been ratified by the membership of both unions. The SIU reported a 70 per cent vote for acceptance. No figures were announced in the CBRT vote, but it was understood that there was a strong vote for acceptance.

Promoting income security

A White Paper on income security that proposes to help prevent and alleviate poverty by shifting the weight of direct federal Government social security payments to persons in need, was tabled in the House of Commons on November 23, 1970, by Health and Welfare Minister John Munro. The programs will be financed mainly through the redistribution of money spent by the federal Government in its present social security programs.

Changes will be made in four main areas: the Family Allowance program, Old Age pensions, the Canada Pension Plan and the Canada Assistance Plan. The White Paper notes that the proposed changes in unemployment insurance announced in June 1970 (L. G., Sept. 1970, p. 627) will also help to improve income security and reduce dependence on social assistance.

Family Allowances will be replaced by the Family Income Security Plan, which will cost about \$660 million in the first year—\$100 million more than at present. Higher benefits will be financed from about \$270 million in benefits withdrawn from higher income families and by making payments taxable. Under this plan, monthly benefits will decline gradually as the level of family income increases, until payments cease for families with incomes of more than \$10,000 a year.

Effective September 1971, a payment of \$16 a month for each child under 16 will be made to families in which the combined income of a husband and wife does not exceed \$4,500 a year. The payments will decline to \$5 for each child in a family whose income is between \$9,501 and \$10,000 a year.

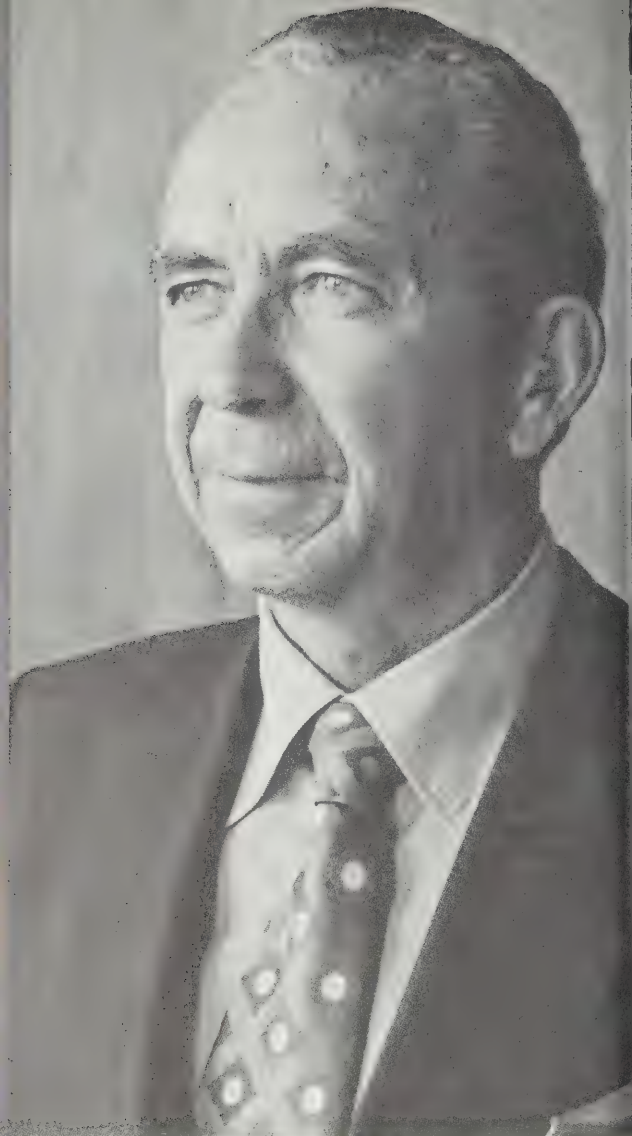
Under the Old Age Security plan, pensions were set at a flat rate of \$80 a month in January 1971. From April 1971, the Guaranteed Income Supplement to pensioners with no other income sources will ensure that no qualified married couple receives less than \$255 a month, and that no qualified single person has less than \$135 a month from all sources. Pension recipients who qualify for the supplement will be entitled to a 2 per cent annual cost of living increase. The present income supplement is \$31.83 for each person, but now it will be \$95 for a married couple and \$55 for a single person.

The White Paper says that proposed changes in the Canada Pension Plan cannot be in effect before January 1973 to permit consultation with the provinces, as there is a statutory requirement that three years notice of major changes be provided and that two thirds of the provinces agree. The White Paper proposes a maximum pension of \$162 a month for a retired person by 1977, plus the \$80 old age pension. The amount for 1976 would be \$121. For a disabled person, the paper proposes a pension of \$199 a month in 1973 and \$249 by 1977. If the plan remained unchanged, the pension would be \$114 in 1973. And there is a new provision that would give a flat-rate pension of \$80 a month for the wives of disabled contributors who are under 65 and who have dependent children. Widows, regardless of age, would receive a maximum of \$170 a month in 1973, rising to \$208 in 1977. If the plan were unchanged, the pension in 1973 would be \$71 a month. The plan provides for payment adjustment in 1973 to persons already receiving widows' or disabled pensions. The White Paper said that the present \$5,400 ceiling on pensionable earnings should be increased gradually to \$7,800 in 1973. As a result, maximum contributions by employers and employees would rise to \$129.60 each in 1975 from \$84.60 each now.

The White Paper calls also for discussions with provincial governments to improve social assistance programs. Under the Canada Assistance Plan, the federal Government pays 50 per cent of assistance costs, although social assistance is under provincial jurisdiction.

The White Paper states that the reallocation of resources can finance the new programs without "a substantial increase in taxation." The Old Age Security Fund, it says, can absorb the \$194 million additional cost in the first year of the new plan. Family Allowance changes will be self-financing by terminating benefits to the over-\$10,000 families, and by taxing benefits. Additional Canada Pension Plan benefits can be financed initially from the Fund as the fund has grown "more rapidly than was originally anticipated," without an increase in the general contribution rate until after 1985. The raising of the maximum pensionable earnings ceiling will mean higher contributions.

New approaches needed



A. Gordon Archibald

The time has come for management, labour and government to reach some agreement "in terms of the ratio of increase in wage and salary settlements," said A. G. Archibald, President of the Canadian Chamber of Commerce for 1970-71, in an address to the Chamber's 41st annual convention at Vancouver in September 1970. Mr. Archibald said that the adversary method of bargaining has outlived its usefulness, and he called for a new approach to labour-management relations. "The process of continually passing the buck from one group of society to another is futile. Somehow we must collectively recognize that the buck must stop and be shared by all."

Archibald emphasizes that the situation has come full circle. Forty years ago, "management failed to grant increases in keeping up with productivity increases." Now, wage settlements "far beyond the increase in pro-

ductivity and cost of living merely fan the fires of inflation." He noted that the argument that profits play just as large a part in causing inflation as do wage increases breaks down when one recognizes that wages and salaries represent more than half of the gross national product and are increasing, while profits make up about 10 per cent and the proportion is decreasing.

J. A. Taylor, 1969-70 President, called on the membership to realize that, although the Chamber is a problem-solving organization, this is not enough. "I believe that the Chamber must undergo drastic change from its problem-oriented role to that of a planning-oriented organization . . . In my use of the term, planning is a vehicle of leadership and it must be action-oriented." He recommended that the new executive appoint a



standing committee on planning and development, manned by the "most able younger men that can be found anywhere in the voluntary ranks of the Chamber," that would critically examine the Chamber's existing objectives and recommend a new course. He said that the committee should meet with the Canadian Manufacturers' Association and other similar organizations to explore ways and means of closer working relationships in areas of research and representation to public bodies."

Speaking of inflation, Mr. Taylor said that **business can't fight inflation alone, and that, until wage costs begin to moderate, there can be no significant victory over inflation.** "In the first half of 1970, base wage increases for contracts of major manufacturers covering 500 employees or more, excluding the construction industry, went up by an annual rate of nearly 9 per cent." He charged that governments played a major part in inflation because of their "overspending" in the past few years.

Although unemployment is the price we are paying to dampen inflation, "it is bad for the country, not only in the unused resources of manpower, but also in its destructive effect upon the morale of society." Taylor drew attention to one area in which the Chamber has been attacking the problem of unemployment—that of summer employment for students. Business, he said, can justify the extra expense of hiring students in the summer, because it could help to bridge the gap between business and youth. **"Business must provide young people with an opportunity to assess its strengths and weaknesses for themselves, and thus dispel many of the notions and misconceptions that reach them secondhand from sources that are ill-informed and prejudiced."**

Chamber President Archibald is President and Chairman of the Board of the Maritime Telegraph and Telephone Co. Ltd., Halifax. The National Vice-Presidents are: N. V. German, Barrister and Solicitor, Calgary; and George Demers, President, Sterling Securities Ltd., Québec City.

Federations of labour conventions



Events in 1970 proved that decisions in the labour movement are shaped by the rank and file members rather than by "union bosses," says a report of the executive council of the B.C. Federation of Labour, submitted to the Federation's 15th annual convention. The convention, attended by 500 delegates, was held at Vancouver from November 2 to 6.

To prove its point, the council pointed to a protracted dispute and strike between the longshoremen and the Maritime Employers' Association, settled in February, during which the union's membership rejected its own negotiating committee's recommendation three times.

The convention spent much of its business time in discussing and condemning the province's Mediation Commission Act and its compulsory arbitration features. Delegates adopted a resolution calling on all Federation affiliates not to appear before the Commission, and they pledged the Federation's support of all affiliates supporting this policy.

In his address to the delegates, **CLC President Donald MacDonald** described **British Columbia** as the "breeding ground of repressive legislation, and the seat of a Government whose animosity against organized labour is so manifest that there can be no disguising it." He said that B.C. unions will not be deterred by these laws from "continuing to do what is their natural role of defending the rights of the worker in the workplace and even beyond it."

The convention took a strong stand on pollution, adopting a resolution calling for the establishment of provincial standards of safety covering air, land and water pollution, and urging the CLC to use whatever means were necessary to have pollution control and safeguards implemented on a national and international scale. Several resolutions condemned discrimination against women and pledged full support for the principle of equal rights and equal treatment for women. Besides calling for equality in wages and job opportunities, the convention urged governments to establish abortion clinics throughout Canada where "doctors can perform abortions for women safely, quickly and inexpensively."

The report of the Federation's international affairs committee warned that within 10 years, 80 per cent of the world's industry may be controlled by 400 giant multi-national corporations. "A strike against one of these giants in one country is totally ineffectual if employees in another country can be used to meet the company's needs and supply its customers," the report said. To meet this challenge, it called for the strengthening of the International Confederation of Free Trade Unions, and asked that the AFL-CIO be persuaded to rejoin the ICFTU from which it withdrew last year.

George Johnston, Amalgamated Meat Cutters and Butcher Workmen of North America, was elected President of the Federation, succeeding E. T. Staley, who retired after six consecutive terms. Ray Haynes was re-elected as Secretary-Treasurer. Vice-Presidents elected were: Jock McKenzie, International Woodworkers of America; Len Guy, International Typographical Union; Don Dunphy, United Steelworkers of America, Jim Kinnaird, International Brotherhood of Electrical Workers; and Bill Apps, Canadian Brotherhood of Railway, Transport and General Workers.

Other resolutions passed at the convention called for: raising of the basic income tax exemption for single persons to \$2,000, for married persons, to \$4,000 and to \$1,000 for each dependent; admission of the United Fishermen and Allied Workers Union to the CLC, pending discussion on amalgamation with an appropriate affiliate; establishment of community health centres as a major policy goal of the Federation; and government-administered automobile insurance. The delegates expressed also their concern over the "high proportion" of non-Canadian educators in Canada's universities, and they urged that preference be given to Canadian applicants with equivalent qualifications.

Saskatchewan

Saskatchewan's Essential Services Emergency Act came under strong attack at the 15th annual convention of the Saskatchewan Federation of Labour, held at Moose



Ray Haynes

George Johnston

Jaw from October 15 to 17. The act, passed in 1966, gives the provincial Government the power to remove the right of free collective bargaining and to impose compulsory arbitration on the employees of such essential services as public utilities and hospitals. Recent amendments had extended the Act's coverage to construction workers, and the Government had threatened to extend the Act to cover all workers.

One resolution passed by the delegates urged the CLC to bring the provincial Government before the ILO for violating the principles of collective bargaining. Another resolution called for the establishment of a fund to fight the Act.

Other resolutions approved by the 250 delegates called for: reduction of the workweek to 35 hours; removal of medicare deterrent fees; legislation to standardize weights and sizes in packaging; adoption of a tenants' bill of rights; nationalization of private nursing homes; amendment of the abortion laws to permit legal and safe abortions on request; and removal of the 6 per cent wage guideline.

Ross Hale of Saskatoon was elected President of the Federation. The three new Vice-Presidents are: George Semeniuk, Saskatoon; Nadine Hunt, Regina; and Stan Cameron, Saskatoon. Treasurer Ron Duncan of Regina, and Recording Secretary Louis Steil of North Battleford were re-elected. Other executive members, made up of nominees from the province's labour councils are: Terry Liponski, North Battleford; Neal Reamsbottom, Regina; Jerry Judson, Moose Jaw; Harry Apps, Prince Albert; and Walter Diachuk, Saskatoon.



Ross Hale

Nova Scotia

The 15th annual convention of the Nova Scotia Federation of Labour was held from September 30 to October 2 at Halifax. All of the Federation's officers were re-elected including President John Lynk of New Glasgow and Secretary-Treasurer J. K. Ball of Halifax. Mr. Lynk is serving his eighth consecutive term. The convention attracted more than 200 delegates, and one of the major speakers was CLC President Donald MacDonald.

Mr. MacDonald was critical of unemployment in the province and across Canada. He demanded immediate and extensive action by governments to provide jobs. He spoke also in favour of international unionism, criticized the federal Government's wage guidelines, and warned that new and rigid legislation affecting nearly all aspects of union activity would be introduced soon in a number of provinces.

Prince Edward Island

The Prince Edward Island Federation of Labour held its 6th annual convention on September 26 at Charlottetown. The delegates passed resolutions asking for: anti-pollution measures; government auto insurance; a 40-hour workweek; and a \$2.00 an hour minimum wage for all. Elected for a second term as President was William Nearing, Canadian Brotherhood of Railway, Transport and General Workers. Other officers elected were: Leonard Murphy, Letter Carriers' Union of Canada, Secretary-Treasurer; Eugene Jessome, CBRT & GW, Vice-President for Prince; Roger Kennedy, Canadian Food and Allied Workers, Executive Board member; George Proude, International Brotherhood of Electrical Workers, Vice-President for Queens; John Lee, CBRT & GW, Executive Board member; William Shields, United Brotherhood of Carpenters and Joiners of America, Executive Board member; Bryce Sharp, International Association of Machinists, Vice-President for Kings; and Willard MacKinnon, CBRT & GW, Executive Board member.

Ontario

An emotional debate on the invocation of the War Measures Act by the federal Government; an announcement by PSAC President Claude Edwards that the Alliance would soon be affiliating with the provincial Federations of Labour, thereby giving the Ontario Federation of

Labour 40,000 new members; and policy statements on pollution and public television were some of the highlights of the 14th annual Ontario Federation of Labour Convention. The Convention was held in Niagara Falls from November 2 to 4, and attracted 968 delegates.

The convention raised the salary of their President, David Archer, from \$14,000 to \$18,000 a year, and the salary of Secretary-Treasurer Terry Meagher from \$13,500 to \$16,000 a year. They also extended the term of officers from one year to two years.

In the field of education, the convention passed a resolution calling on the Ontario Government to assume the full cost of education. It asked also that the importation of text books from the United States be restricted, and voiced its opposition to foreign takeover of the Canadian textbook publishing industry. In the field of workmen's compensation, the convention asked that the \$7,000 ceiling on benefit payments be eliminated, that compensation be a weekly payment of 85 per cent of the workman's average weekly earnings, and that payments be adjusted from time to time to keep pace with living costs. The delegates went on to ask that an employee who has had an industrial accident be assured of employment opportunities.

Other resolutions called for: **penalties for those violating the minimum wage law; abolition of "homework" in the garment industry; tax relief for low-income groups; "full and meaningful" collective bargaining for federal Government employees; "decent standards" for hospital employees; elimination of private employment agencies; citizens' review boards to handle alleged police abuses; police commissions consisting only of municipal politicians; free access to all beaches for the general public; protection of collective bargaining rights for employees of regional governments when these are established; and inclusion of pensioners under the definition of an employee in the Municipal Act.**

The OFL's statement on pollution included: a call for free public transportation in cities to discourage the use of cars; a demand for stronger and more uniform anti-pollution laws; and a request for OFL education programs on the subject of pollution, and participation by the Federation with other groups to mobilize public opinion on the subject. The statement on public television commended the Canadian Radio-Television Com-

mission for insisting that cable TV facilities provide local programming, and it urged affiliates to support locally owned community television and help promote public television where none exists.

The convention expressed again its dislike of the Ontario Government's recent amendments to the Ontario Labour Relations Act, and asked for further demonstrations against the Government's position. The OFL declared its support of the intent of the War Measures Act to frustrate terrorist methods, but it emphasized the need for "close scrutiny of the terms of the Act to ensure that the rights and liberties of Canadians are preserved and protected." The resolution asked also for a full explanation by the federal Government of its reasons for invoking the War Measures Act, and for the establishment of programs to end those economic and social inequities in Québec and other parts of Canada that create conditions in which political terrorism can develop.

President David Archer and Secretary-Treasurer Terry Meagher were re-elected to office by acclamation. Mr. Meagher was appointed in April 1970 to fill out the term of Douglas Hamilton, who resigned to become a Commissioner of the Ontario Workmen's Compensation Board. The 12 Vice-Presidents elected are: George Barlow, Retail, Wholesale and Department Store Union; Rene Brixhe, United Brotherhood of Carpenters and Joiners of America; Purdy Churchill, International Printing Pressmen and Assistants' Union; Charles Clark, Textile Workers' Union of America; Jack Donnelly, Sheet Metal Workers' International Association; Mike Fenwick, United Steelworkers of America; Pat O'Keefe, Canadian Union of Public Employees; William Punnett, United Rubber, Cork, Linoleum and Plastic Workers of America; Iona Samis, Canadian Food and Allied Workers; George Specht, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America; Harold Thayer, International Association of Machinists and Aerospace Workers; and E. A. Waddell, Oil, Chemical, and Atomic Workers' International Union.

Labour legislation in 1969-70

Part 6: Labour relations

General laws

In 1970, Part V of the Alberta Labour Act (Labour Relations) was extensively amended, after discussion of the proposed changes at a conference of management, labour and government representatives. Ontario amended its Labour Relations Act in one respect (the standard to be used for determining union membership), and later introduced and enacted Bill 167, substantially revising the Act. This legislation is to be proclaimed in force. A number of significant changes were made in the British Columbia and Manitoba Labour Relations Acts. The Newfoundland Legislature repealed an Act, passed in 1959, that decertified two locals of the International Woodworkers of America as a result of a bitter strike in the logging industry.

Summary

The legislative changes in the various provinces resulted from a departmental review of labour relations policies in the light of the findings of three major studies in industrial relations: the Rand Royal Commission (L. G., 1968, p. 686) in Ontario, the federal Woods Task Force report (L. G., 1969, p. 269), and the report on Construction Labour Relations, commissioned by the Canadian Construction Association (L. G., 1969, p. 160).

In the amendments to the Alberta, British Columbia and Ontario legislation, special emphasis was placed on the construction industry. Provision was made in these provinces for accreditation of employers organizations in order to give employers a collective, and therefore stronger, voice in negotiations with their employees. Alberta and Ontario established a private jurisdictional dispute settlement procedure. In Alberta, the Board of Industrial Relations was authorized to adjudicate such disputes, failing the appointment of a committee by the parties; and in Ontario, the Labour Relations Board was given authority to deal with a wider range of work assignment disputes.

The Ontario Board was empowered to issue "cease and desist" orders in cases where there has been a threatened or actual illegal strike or lockout in the construction industry.

Other Ontario amendments permit persons working off-site preparing materials for on-site installation to be included in a construction industry bargaining unit, and also authorize the Board to depart from the established craft union principle by recognizing a bargaining unit composed of employees of various crafts. As a result of a further amendment, designed to promote multi-

trade bargaining, a certified council of trade unions retains its bargaining rights for its remaining members after the withdrawal of one or more member unions.

Union membership requirements for certification were changed in Ontario; and **in both Manitoba and Ontario, a union is now required to obtain a majority of those voting, rather than a majority of persons eligible to vote, in a certification vote.** In both these provinces, trade union representatives were guaranteed access to employees who reside on the employer's property. Earlier notice to bargain for the renewal of collective agreements was provided for in Ontario.

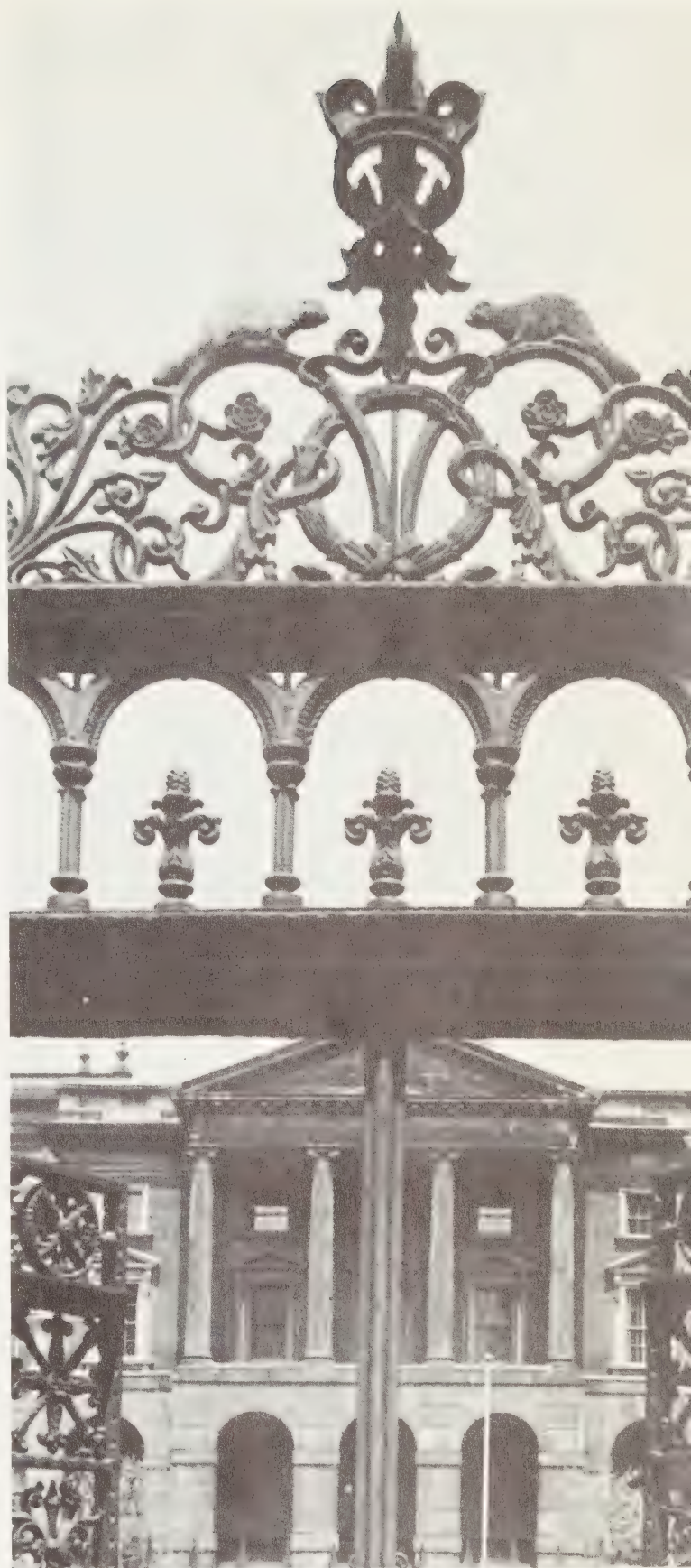
The Ontario Act now guarantees legal strikers the right to reclaim their jobs within six months of the beginning of a strike, unless an employee's job is no longer in existence. Reinstatement is to be on such terms as the employer and employee may agree upon, subject to the qualification that the employee may not be discriminated against by reason of his having gone on strike.

The successor rights provision was modified in the Ontario Act to provide for the continuation of an existing collective agreement when a business is sold or merged with another. The Alberta Board was authorized to inquire into and rule on any question arising out of a sale, lease or transfer of an employer's business.

In Alberta and Ontario, arbitrators were given authority to vary penalties imposed on employees by management (in cases of suspension or dismissal in Alberta, and in discharge or discipline cases for which a specific penalty is not provided by the collective agreement in Ontario).

Trade unions and registered employers organizations were recognized as legal entities in Alberta. New provisions regulating picketing were added to the Alberta Act, similar to those contained in British Columbia legislation.

The Alberta Board was given authority to deal with unfair labour practice complaints, and to issue a cease and desist order where it finds that there has been a violation of the Act. A number of new unfair labour practice provisions were introduced in Alberta and Ontario to give added protection to union members against unfair or arbitrary action by the union. The Ontario Board was empowered to exempt individuals on religious grounds from paying union dues under union security clauses. A "hot cargo" clause was enacted in Alberta.



In Ontario, threatening an unlawful strike or lockout, as well as participating in one, was made an unfair practice, and therefore prohibited.

A number of new enforcement provisions were included in the Alberta and Ontario revisions. The Alberta Board is now empowered to inquire into an allegation made by one of the parties that a strike or lockout is illegal, and it may issue a cease and desist order, which is enforceable by filing in the court.

The Ontario Act permits trade unions or employers to claim damages as a result of an illegal strike or lockout, where there is no collective agreement in existence, and establishes an arbitration process for the determination of damage awards. Such awards will be enforceable as orders of the Supreme Court. To add teeth to the new provisions, fines for offences under the Ontario Act were increased tenfold.

The changes made in the Acts are discussed by subject heading below.

Accreditation

A new development in Alberta, British Columbia and Ontario was the provision made for registration (Alberta) or accreditation (British Columbia and Ontario) of employers organizations, conferring on an organization exclusive bargaining rights on behalf of its members. Accreditation of employers organizations was recommended in the 1968 Goldenberg-Crispo report, prepared for the Canadian Construction Association, and the enactment of legislation providing for such a system has been urged by that Association. The main purpose of accreditation, which is analogous to union certification, is to strengthen the hand of employers in bargaining by preventing individual contractors from signing a private agreement during a strike or lockout. In Québec, five employers associations, recognized by the Construction Industry Labour Relations Act as representative, negotiate on behalf of all employers in the construction industry in the province.

The Alberta and Ontario provisions are applicable to employers organizations in the construction industry; the British Columbia provisions are not limited to the construction industry.

In all three provinces, application for accreditation is to be made to the Labour Relations Board (Board of Industrial Relations in Alberta), and the Board must make an inquiry and satisfy itself as to the organization's right to be accredited.

Under the Alberta Act, an organization making application is required to represent a majority of the employers in an area in respect of whom a trade union or a trades council has collective bargaining rights. An organization applying for registration must file its constitution, by-laws and list of officers with the Board. The Board must determine whether the organization is a proper one for registration, whether it has as members a majority of the employers in the area with whom a trade union or trades council has collective bargaining rights, its trade and territorial jurisdiction, and other relevant matters. If satisfied about these matters, it must issue the registration, setting out the trade union(s) with which the organization may bargain, the trade jurisdiction, and the territory covered.

The registered organization will have exclusive authority to bargain on behalf of its members, and on behalf of any other employer in the construction industry with whom the trade union(s) may establish the right of collective bargaining in the area named in the registration; and a collective agreement entered into will be binding on all such employers and their employees. All employers and employees covered by the agreement have the right to cast a ballot in any Board-supervised vote having a bearing on collective bargaining or regarding a strike or lockout. All agreements between an individual employer and a trade union are void. **During the first 60 days of a strike or lockout, only the registered organization and the named trade union(s) may conclude a collective agreement.**

An application may be made for the cancellation of the registration of an employers organization: (a) 10 months after notice to bargain is given, if no collective agreement has been signed; (b) during the last two months of the term of an agreement; or (c) after a strike or lockout has been in effect for 60 days. Before cancellation, the Board must determine the wish of the majority of the employers affected. Where a registration is cancelled, the trade union retains its bargaining rights in respect of individual employers, and the collective agreement continues to bind each of the employers.

The British Columbia Act and Regulation 7A made by the Board make no specific mention of majority support. The Board may add the names of employers to, or delete

them from, the application. Before issuing an accreditation, it is required to determine if the employers named in the application: (a) constitute a group appropriate for collective bargaining; (b) are members of the applicant organization; and (c) have agreed to the accreditation of the organization as their bargaining agent.

An accredited organization in British Columbia has exclusive authority to bargain for its members, and to bind them by a collective agreement as long as they are named in the accreditation. An employer may, however, apply to the Board to have his name deleted from the accreditation during the fourth and fifth months immediately following the execution of a collective agreement entered into by the organization. The Board has final authority to decide any question as to whether an employer is included in, or excluded from, an accreditation.



In Ontario, exclusive collective bargaining rights are granted to an employers organization that is able to demonstrate majority support among unionized employers in a particular sector of the industry and geographic area.

A unit of employers is to consist of all the employers in a particular sector of the industry in a geographic area in respect of whose employees a trade union or

council of trade unions has bargaining rights. The Board is to determine what constitutes an appropriate unit of employers for collective bargaining purposes, and it may combine geographic areas, sectors of the industry, or both, or parts of them.

A "sector" of the industry is defined as a division of the construction industry as determined by work characteristics, and includes the following sectors: (a) industrial, commercial and institutional; (b) residential; (c) sewers, tunnels and watermain; (d) roads; (e) heavy engineering; (f) pipeline; and (g) electrical power systems.

A trade union or council of trade unions has bargaining rights in a sector and area: (a) if it has been certified or has been granted voluntary recognition by employers; or (b) if it has entered into collective agreements for a bargaining unit covering the employees of more than one employer.

In order to be accredited, the organization must represent a majority of the employers in a sector and geographic area. In addition, a majority of employers thus represented must have in their employ a majority of the employees represented by the trade union. The Act outlines the tests that the Board must apply to determine this double majority.

Before granting accreditation, the Board must satisfy itself that the employers organization will be able to carry out its obligations. It must be a properly constituted organization, and its members must have vested it with the necessary authority. The Board may postpone its decision on the application to allow the employers time to vest appropriate authority in the organization.

Accreditation is prohibited where there has been union participation in the formation or administration of the employers organization, where the union has contributed financial or other support to it, or where the organization discriminates against any person because of his race, creed, colour, nationality, ancestry or place of origin.

The accredited organization has exclusive bargaining rights in respect of all employers in the bargaining unit, and a collective agreement entered into by the organization and the trade union or council of trade unions is binding on such employers and their employees. These provisions also apply to employers for whose employees

the trade union or trade union council subsequently obtains bargaining rights, whether by certification or voluntary recognition. Bargaining between the union or council and individual employers is prohibited, and any separate collective agreement between an individual employer and a trade union is void. All existing collective agreements binding on the parties are to lapse at the end of their term and be replaced by the collective agreement concluded by the organization and the union.

Any employer in the unit of employers may apply to the Board for a declaration that the accredited organization no longer represents the employers in the bargaining unit only (a) during the last two months of the term of a collective agreement, or (b) where no collective agreement has been made within one year following accreditation, during the two months immediately after this one-year period.

After determining the wishes of a majority of employers in the unit who employ a majority of employees represented by the union, the Board may issue such a declaration. Accreditation may also be terminated if, after an application for termination is made, the employers organization informs the Board that it no longer wishes to represent the employers in the unit. When accreditation is terminated, the collective agreement ceases to operate, and the union or council may give notice to bargain to any employer in the unit.

Agreements between the union or council and individual employers in the unit to provide employees during a legal strike or lockout are prohibited. The Act does not prevent the employer from attempting to carry on his business during a strike or lockout.

Fair practices provisions similar to those applying to trade unions lay down: (a) the duty of fair representation of employers in the bargaining unit, whether the employers are members of the organization or not; (b) a prohibition against denial or termination of membership except on fair and reasonable grounds, as determined by the Board; and (c) a prohibition against unreasonable or discriminatory fees, as determined by the Board.

The construction industry

In Ontario, several other amendments apply to, or have a direct bearing on, the construction industry. The scope of the construction industry was extended by the inclusion in the definition of "employee" of workers engaged wholly or partly in off-site work. Off-site workers may be included in a bargaining unit if such employees are commonly associated in work or bargaining with on-site employees.

The Board was granted the power to issue an order requiring compliance in cases of illegal strikes or lockouts in the construction industry. Where, on the complaint of an interested party, the Board is satisfied that illegal strike or lockout action has been taken or threatened, it may direct what action must be taken.



A copy of a direction must be filed with the Supreme Court, whereupon it becomes enforceable as an order of the Court. The Board already had authority under the general provisions of the Act to declare a strike or lockout unlawful. As indicated above, it is now made an offence under the Act to threaten an unlawful strike or lockout.

In another amendment, the Board is empowered to recognize "mixed crews." The effect of this change is that the Board will have discretion to include in a bargaining unit persons who, as part of a work crew or team, perform the skills of more than one craft. This change was required, according to the Minister, to take care of situations where adherence to the strict craft principle, previously provided for in the Act, would tend to discourage the use of efficient operating methods.



A new clause permits professional engineers to form a separate bargaining unit or to be included in a bargaining unit with other employees. In the latter case, the Board must be satisfied that a majority wishes to be included in such a bargaining unit.

Another amendment repealed a provision which stated that, on the dissolution of a certified council of trade unions, or the withdrawal of a member union of such council, the council and its member unions ceased to represent employees. The effect of the repeal is that, if one union withdraws from the council, the council will retain its bargaining rights in respect of its remaining members.

Jurisdictional disputes

Both Alberta and Ontario provided for the establishment by employers and trade unions in the construction industry of a representative jurisdictional committee to which work assignment disputes may be referred.

In Alberta, where a difference arises following the assignment of work to members of a particular trade union or to workmen of a particular trade, craft or class, any of the parties affected may refer the question to the jurisdictional committee. The committee is to make a thorough inquiry, giving all parties an opportunity to be heard, and make a binding award respecting the assignment of the work within 14 days or any longer period that it may fix. Where no committee is established, a work assignment dispute may be referred to the Board for a binding decision. The decision of the committee or the Board may be made enforceable as a court order by filing it with the court.

The Ontario amendments require every trade union, council of trade unions, employer and employers organization in the construction industry to file with the Board the name and address of a person authorized to act as its jurisdictional representative in cases of work assignment disputes by April 1, 1971, or within 15 days of the signing of a collective agreement, whichever is later. The representative must be a resident of Ontario.

Where a complaint regarding assignment of work is filed with the Board, and each party has designated a jurisdictional representative, the designated representatives are to be notified immediately by telephone or telegram, and they must meet forthwith and attempt to settle the dispute. They are required to report to the Board within 14 days of the filing of the complaint.

If a unanimous agreement is reached within this period, the Board must incorporate the settlement in the form of a direction and file it with the Supreme Court, whereupon it becomes binding on the parties. Once the representatives are notified, the Board cannot proceed with an inquiry until the 14 days have elapsed. It may, however, make an interim order, in order to prevent or stop a strike.

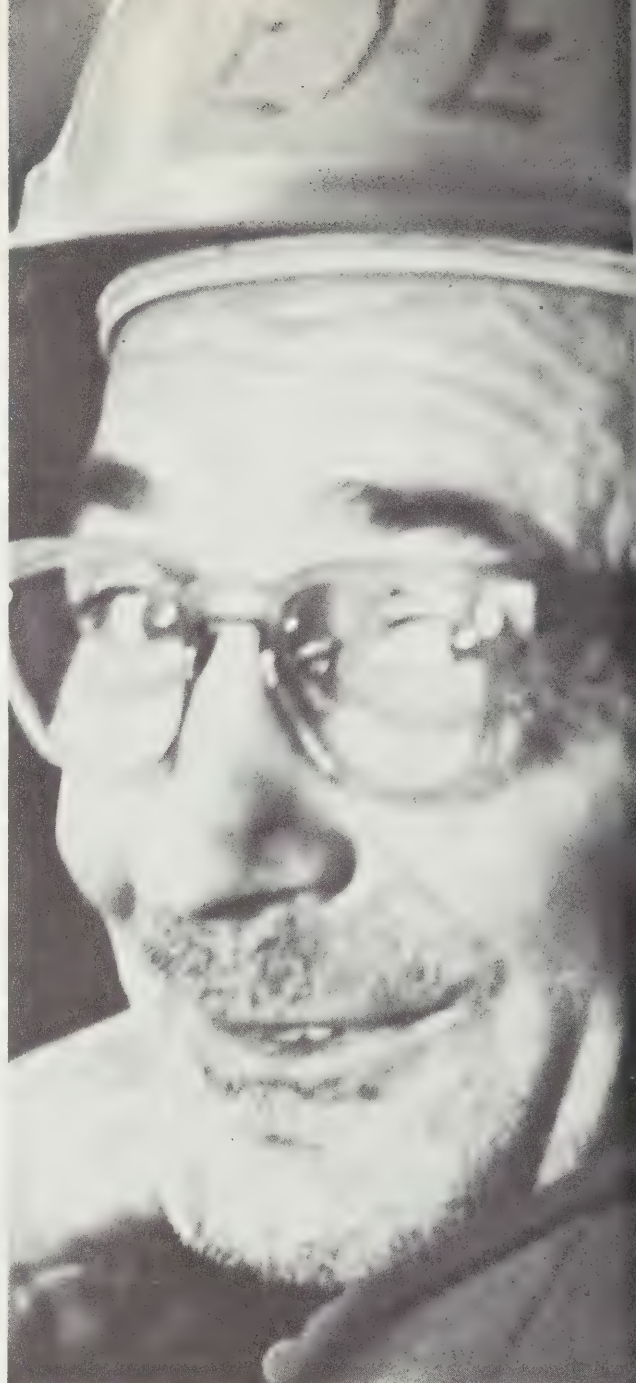
In addition to creating machinery for the private settlement of jurisdictional disputes, the Ontario Legislature made some changes in regard to the Board's powers to deal with such disputes. **The existing provisions were amended to provide for a situation wherein one of the trade unions involved does not represent any of the employees of the employer directly affected.**

At present, the Board is authorized to inquire into a complaint that a trade union or its representative is requiring an employer to assign work to one particular trade, craft or union rather than to another; the Board must then direct the action that the parties must take or refrain from taking. Where the complainant alleges that a strike is imminent or in progress as a result of the dispute, the Board may make an interim order after consulting the parties concerned. The order must be filed with the Supreme Court and is enforceable as a judgment of that Court. An inquiry may be postponed where the parties have made an arrangement for the settlement of the dispute. Further, the Board may not inquire into a complaint where a collective agreement provides for the binding settlement of a jurisdictional dispute by referral to an agreed tribunal. The Board may in its discretion alter a bargaining unit.

The courts have held that the use of the word "employees" in the relevant section of the Act restricted its application to work assignment disputes in which the employer concerned had employees of both competing unions in his employ. By substitution of the word "persons" for employees, the Board is given authority to inquire into disputes in cases where the employer does not employ members of both the competing unions. A further amendment provides that the Board's decisions may be of general application—that is, binding on the parties for other jobs, present or future, in such geographic areas as the Board deems advisable.

Access to work camps

In Manitoba and Ontario, trade union representatives are guaranteed right of access to employees who reside on property owned or controlled by the employer (in Manitoba, the employer or another person). In Ontario,



the employer must allow the representative access for organizing purposes upon a direction from the Board. The Manitoba Labour Board is authorized to issue a permit, subject to such conditions as it deems advisable. If the representative has a permit, the employer or other person owning or controlling the land may not prevent, or interfere with, his visit. There are similar provisions in the Québec Labour Code. A regulation issued under the Code provides for permits and a system of certification in the logging industry.

Member in good standing

Ontario amended its Labour Relations Act as a result of a judgment of the Supreme Court of Canada in the case of **The Metropolitan Life Insurance Company v. International Union of Operating Engineers, Local 796**. The effect of the judgment, which reversed decisions of the Ontario Supreme Court and the Ontario Court of Appeal, was to invalidate a certification granted by the Ontario Labour Relations Board to Local 796 of the international union for a unit of caretakers employed by the company. The Court held that persons who did not fulfil the membership eligibility requirements of the union's constitution could not be members of the union.

The Act was amended to incorporate the standard that the Ontario Board had been using since 1951 for determining membership—namely, that a “member” of a trade union is a person who has applied for membership in the union and who has paid to the trade union, on his own behalf, at least \$1 in initiation fees or monthly dues. The Act as amended provides further that the Board may disregard the requirements for eligibility for membership established by the union constitution if it is satisfied that the union has an established practice of admitting members without regard to these requirements.

A similar change was made in Manitoba to give legal recognition to the current practice of the Manitoba Labour Board. The Act now provides that, **to be considered a member in good standing of a union for purposes of certification, a person must have been a member of the union for at least six months (previously, three months) at the date of application for certification**, during which time he must have paid at least one month's dues at the regular rate; or he must have joined the union during this period by making application in writing, and by paying at least \$1 in respect of initiation fees or dues.

In addition, if the Board is satisfied that the union has an established practice of admitting persons to membership without regard to the eligibility requirements of its constitution or by-laws, it is not required to consider them in determining whether a person is a member of the union. Previously, the Act stated that a person was not a member in good standing if, at the time of application for certification, he was excluded by the express terms of the union constitution.

Under the British Columbia Act, the Labour Relations Board has final authority to decide whether a person is a member in good standing of a trade union. The Act was amended to allow the Board to make its decision without regard to the union constitution and by-laws.

Application for certification

Under the British Columbia Act, where a collective agreement is in force, application for certification may be made only during the seventh and eighth months in each year of the term of the agreement, rather than, as previously, during the eleventh and twelfth months of each year, or during the last two months of its term. In Alberta, where a legal strike or lockout is in effect, an application for certification may be made only with the consent of the Board.

Voluntary recognition

In Ontario, a voluntarily recognized union that has not yet signed a collective agreement will be protected against a certification application by another union for the first year following the signing of a recognition agreement between the union and the employer. Certified unions have similar protection.

At present, where an uncertified trade union enters into a collective agreement with an employer, any employees in the unit (or a trade union representing such employees) may, during the first year of the collective agreement, apply to the Board for a declaration that the union was not, at the time the agreement was entered into, entitled to represent them. The employees or their trade union will now also be entitled to challenge the representative character of the union during the first year following the signing of a recognition agreement.

Security guards

The Ontario Act requires that security guards be included in a separate bargaining unit. The guards may be represented only by a union whose membership is confined to security guards. An amendment makes it clear that this section applies, not only to security guards employed by the employer himself, but also to guards provided to the employer under contract by another firm.



Determining bargaining rights

In Ontario, changes were made in the provisions dealing with certification. The Board is authorized to order a representation vote, or a pre-hearing vote, at the request of the union, where it is satisfied that 35 per cent of the employees in the appropriate bargaining unit are union members, instead of the former requirement of 45 per cent. **The requirement for certification without a vote was increased from 55 to 65 per cent membership in a bargaining unit.**

The Board is also given authority to hold additional representation votes, and, where employees are to be given a choice between two or more trade unions, it may stipulate a no-union alternative on a certification ballot and may hold a "run-off" vote, eliminating from the choice on the ballot the choice from the previous ballot that obtained the lowest number of votes cast.

The Minister stated that these changes were introduced to make certification votes more readily available, and to ensure that the certification procedure accurately reflected the true wishes of the employees concerned.

A significant change in Manitoba and Ontario is that in representation votes a majority of persons voting, rather than a majority of persons eligible to vote, will determine the issue. Previously, abstention from voting was, in effect, considered a negative vote.

When taking a representation vote, the Alberta Board may delete from the voters' list employees who are absent from work on the day of the vote for reasons enumerated in the Act. Absence from the employee's usual place of work on the direction of the employer, the employee not being scheduled to work, was added to the list.

Notice to bargain

The Ontario Act permits earlier bargaining for renewal of a collective agreement. **Notice may now be given at any time within 90 days before the termination of the agreement, rather than during the last two months. A 90-day notice period has been applicable for some years to the construction industry.** The amendment is intended to encourage early bargaining.

In Alberta, notice to bargain for the renewal or revision of an agreement may be given not less than 30 days, and not more than 60 days, before the expiry of the agreement. An amendment states that, if the agreement contains a notice period that differs from the statutory requirement, the notice period in the agreement governs.

Alteration of working conditions

An employer subject to the Manitoba Act is forbidden to alter the terms and conditions of employment during the negotiation period without the consent of the bargaining agent (previously, without consent by or on behalf of the employees affected). The words "for the purpose of impairing the bargaining position of a certified bargaining agent" (in reference to decreases or increases in wages) were also deleted. Alteration of working conditions is restricted from the date on which notice to bargain is given to the date on which an agreement is concluded, or until completion of conciliation requirements.

In Ontario, an employer is forbidden to alter working conditions, without the consent of the trade union, from the time a union has applied for certification. Previously, this was an unfair labour practice only after a union had been certified and notice to bargain had been given.

Notice to terminate agreement

The British Columbia Act provides that a collective agreement made for a term of more than one year may be terminated, with the Minister's consent, on its next anniversary date after the agreement has been in effect

for eight months, unless the parties expressly provide otherwise in the agreement. It is now provided that notice to terminate must be served on the other party at least three months (previously, two months) before the anniversary date.

Conciliation

The Minister of Labour in Alberta is now empowered to extend the time within which a conciliation commissioner must report. Where the conciliation commissioner recommends that no conciliation board should be appointed, he is required to make recommendations with respect to the matters upon which the parties cannot agree. If the Minister decides not to appoint a board, the report then has the same status as the award of a conciliation board.

Employers organizations

Existing provisions in the Alberta Labour Act affecting employers organizations were strengthened, requiring their members who bargain jointly to act more as a unit. An employers organization commencing collective bargaining must deliver to the trade union, and now also to the Board, a list of the employers on whose behalf it is authorized to bargain. It is deemed to bargain collectively for all such employers. Previously, where no list was submitted, the organization was deemed to bargain for all its members, unless an employer had notified the bargaining agent in writing and within 14 days of notice to bargain, that he would not be bound by any agreement entered into.

Where more than one employer is involved in a conciliation board award, all the employees affected are to vote as a unit to decide whether the award is to be accepted or rejected. Previously, the union and the employers had to agree to a joint vote and, if an employer did not agree, his employees were required to vote separately. The employers' acceptance or rejection of an award is to be determined by a majority vote in a secret ballot conducted by the Board.

Following rejection of a conciliation board award, a strike or lockout is prohibited until a vote supervised by the Board has been taken of the employees as a unit, or the employers, as the case may be, and a majority has voted in favour of strike or lockout action. **If a strike takes place, it must be against all the employers entitled to vote, and all such employers must participate in a lockout.**

Collective agreements

A new clause added to the Ontario Act states that, from July 1, 1972, there must be only one collective agreement at a time for a bargaining unit. It is also provided that in multiple bargaining situations a collective agreement is binding on all the employers, trade unions and employees concerned.

A collective agreement to which an accredited employers organization is a party must contain a provision recognizing the organization as the exclusive bargaining agent of the employers in the unit of employers; and, if such a provision is lacking, it may be added by the Board, on application. This provision is analogous to the one requiring recognition in the agreement of the signatory trade union as exclusive bargaining agent for the employees in the bargaining unit.

Where a collective agreement does not contain a provision prohibiting strikes and lockouts during its term, such a provision will automatically be deemed to be contained in the agreement. Previously, where such a clause was lacking, it might be added by the Board on the application of either party.

Industrial inquiry commission

The Ontario amendments enable the Minister to appoint an industrial inquiry commission to investigate particular labour disputes or problems. The commission may consist of one or more persons, and it is to have the powers of a conciliation board. According to the Debates, the appointment of such a commission is envisaged particularly where the public interest is clearly involved. The terms of reference would be established in each individual case. The general purpose of such a commission was stated to be: (a) to present an authoritative statement of the issues involved, which should serve to inform and focus public opinion; and (b) to make recommendations that could serve as a basis for settlement.

Right to reinstatement

In Ontario, workers involved in a legal strike are guaranteed the right to return to their jobs at any time up to six months after the beginning of the strike. An employer must reinstate an employee, if the employee has made a written, unconditional application to return to work. The terms under which an employee is to return are to be agreed on between the employer and employee, subject to a provision stating that the employer may not discriminate against the employee by reason of his having gone on strike.

An employer is not required to reinstate an employee, however, if his job is no longer in existence, or if the employer's operations have been suspended or discontinued for cause. If operations are resumed, employees who have made application must be reinstated first.

Successor rights

The "successor rights" clause in the Ontario Act was re-enacted to provide that, **when a business is sold or otherwise disposed of, the employer acquiring operation of all or part of the business is bound, not only by the certification of the bargaining agent, as previously, but also by the collective agreement in effect when the transfer is made, until the Board declares otherwise.** Within 60 days (formerly 30) after the successor employer becomes bound by the agreement or after the trade union has given him notice to commence collective bargaining, an application may be made to the Board by any person, trade union or council of trade unions concerned for termination of bargaining rights. The Board may terminate bargaining rights if, in its opinion, the character of the business has been substantially changed. The Board is given final authority to decide any question as to whether a business has been sold by one employer to another.

The Alberta Act, which also provides for the continuity of certification proceedings and existing agreements on the acquisition of a business by a new employer, was amended to give the Board authority to inquire into and determine, on application, any question arising out of the sale, lease or transfer of an employer's business. The Board's ruling on the matter is final and binding.

Related companies

The Ontario Board is authorized to treat related enterprises as constituting a single employer for labour relations purposes where associated or related activities or businesses are carried on through more than one corporation, individual or firm under common control or direction. This amendment is designed to take care of a situation where a union may be hindered in its efforts to organize workers because of the difficulty in identifying their employer.

New powers of arbitrators

Under new provisions added to the final settlement clause in the Alberta Act, an arbitration board may direct an employer to reinstate an employee who has been suspended or dismissed, and to pay him as com-

pensation a sum equal to the wages lost, or a lesser sum. The board is permitted also to vary the penalty imposed by the employer as it thinks fair and reasonable, having regard to the terms of the collective agreement.

The Ontario Act was amended to grant arbitrators and arbitration boards the right to modify penalties in discharge and discipline cases where the collective agreement does not contain a specific penalty for the infraction in question. In reviewing the penalty imposed on an employee, the arbitrator may substitute such other penalty as seems just and reasonable in the circumstances.

Legal entities

Under the Alberta Act, registered employers organizations and trade unions are declared to be legal entities for purposes of prosecuting and being prosecuted for violations of the Act, or suing and being sued under the Act.

Picketing

A new section of the Alberta Act prohibits picketing unless it is associated with a legal strike or lockout. During a lawful strike or lockout, the members of the trade union, or persons authorized by it, may picket their place of employment, as long as they do not engage in any acts that are otherwise unlawful. They may persuade, or attempt to persuade, persons not to enter the employer's premises, deal in or handle the employer's products, or do business with the employer. All other picketing is forbidden. These provisions are similar to those in the British Columbia Trade-unions Act, 1959.

Unfair labour practices

The Alberta Board was given authority to deal with unfair labour practice complaints and to issue cease and desist orders and orders requiring the employer, trade union or other person to rectify the unfair practice. All such orders may be made enforceable as orders of the court. The Board may reject a complaint that is without merit.

A number of new unfair labour practice provisions were introduced to give added protection to union members or prospective members against unfair or arbitrary action by the union.



Where a collective agreement requires that an employee be a member of a specified trade union, the admission and membership requirements must be the same for all persons. An employee who, as a condition of employment, must be a member of a specified union, and whose membership is suspended or revoked, is protected from loss of employment during an appeal initiated within 90 days, and is entitled to be represented by counsel at the appeal.

A trade union or any of its officers is forbidden to fine, suspend, expel or otherwise discipline a member except for non-payment of dues or fees unless: (a) he has been served with written specific charges; (b) he has been given reasonable time to prepare his defence; (c) he has had a full and fair hearing, with the right to be represented by counsel; and (d) he has been afforded reasonable time to pay any fines imposed.

A "hot cargo" clause was included in the Alberta amendments. A refusal for any reason whatsoever to take delivery of goods from a carrier or to assist in the loading of a carrier of goods for shipment is prohibited, unless the carrier and his employees are involved in a legal strike or lockout.

The Ontario Act protects an employee against dismissal under the terms of a union security provision whereby he has been expelled or suspended from or denied membership in the union on the grounds of membership in another union, or activity against the union or on behalf of another union. He will now also be protected where he has: (a) engaged in reasonable internal union dissent; (b) been discriminated against in the application of the union's membership rules; or (c) refused to pay unreasonable initiation fees or dues. The onus of the section is shifted from the employer to the trade union. Rather than forbidding the employer to discharge an employee on these grounds, the Act forbids the union to require the employer to do so.

In line with changes made in the requirements for out-right certification (without a vote), a first collective agreement may contain a union security clause only where at least 65 per cent of the employees in the bargaining unit are union members, rather than 55 per cent, as formerly.

A duty of fair representation is imposed on a trade union or council of trade unions. It must not act in an arbitrary or discriminatory manner or in bad faith in representing the employees in the unit, whether or not they are union members or members of a constituent union of a trade union council. Threatening an unlawful strike or lockout is made an unfair labour practice. A ratification vote, as well as a strike vote, must be by secret ballot, and persons entitled to vote must be given ample opportunity to cast their ballots.

Dues exemption

The Board is empowered to exempt individuals from paying union dues on religious grounds. Where the Board is satisfied that an employee objects to joining a trade union or to paying union dues because of his religious convictions, it may, by order, exempt the employee from the union security provisions of a collective agreement. **The employee must pay an amount equivalent to the union dues to a charitable organization mutually agreed on by the employee and the trade union, or if agreement cannot be reached, to a registered charitable organization designated by the Board.**

This provision applies only to persons who are employees when a collective agreement containing a union security provision is first signed, and only during the life of the agreement. Persons who are hired after the signing of the agreement are not covered. Employees covered by an existing collective agreement with a union security clause when the amendments come into force may take advantage of the exemption during the life of the agreement.

Excluded categories

The protection afforded by the Ontario Act to witnesses in Board proceedings against discrimination in employment, and intimidation or coercion by employers or trade unions, will be extended to professional employees and to persons who exercise managerial functions or are employed in a confidential capacity in matters relating to labour relations. Such persons will be permitted to file an unfair labour practice complaint. These categories are otherwise excluded from the Act.

Illegal strike or lockout

The Alberta Board is now empowered to inquire into an allegation made by one of the parties that a strike or lockout is illegal. If the Board determines that the action is illegal, it must make a declaration to that effect, and the declaration may include a cease and desist order. If the directive is not complied with, the Board may file a copy with the court, whereupon it becomes enforceable as an order of the court.

The Ontario Board also has authority to declare a strike or lockout unlawful on the application of the other party. As already noted, it was given power to issue directions and compliance orders (cease and desist orders) when an illegal strike or lockout has been threatened or has taken place in the construction industry. The Minister said this power was restricted to the construction industry in order to test the effectiveness of its enforcement, and because of the problems the industry had had with illegal strikes.

Damage awards

The Ontario Act provides for the arbitration of damages resulting from an illegal strike or lockout where there is no collective agreement between the trade union and the employer. The arbitration procedure for the determination of damage awards, is similar to that required to be established under all collective agreements under the Act, that is, a three-member board must be set up.



Notice of intention to claim damages must be given within 15 days of the Board's declaration that a strike or lockout is unlawful. The arbitration board's decision is final, including its decision as to whether the claim is arbitrable. Upon being filed, the decision is enforceable as a judgment of the Supreme Court.

Fines

The maximum fines for violation of the Ontario Act were increased tenfold to \$1,000 for an individual and \$10,000 for a corporation, trade union, council of trade unions or employers organization.

The second half of "Part 6: Labour Relations" will appear in the March issue of The Labour Gazette.

Employment fatalities

Third quarter, 1970

There were 160 employment fatalities in Canadian industry during the third quarter of 1970, according to initial reports submitted to the federal Department of Labour. In comparison, the final total number of fatalities reported for the third quarter of 1969 was 294—85 more than the previously published total of 209 for that quarter (L. G., Feb. 1970, p. 113). In the second quarter of 1970, the revised figures indicate that there were 198 employment fatalities, 41 more than the previously published total of 157 (L. G., Nov. 1970, p. 783). These fatalities occurred among persons gainfully employed, and happened during the course of, or arose out of, their employment. They include also deaths resulting from industrial disease.

During the third quarter of 1970, four multi-fatality accidents were reported, providing information on the deaths of 12 workmen, and 3 other persons. In July, 6 crewmen, 1 woman and 2 children were drowned when a freighter sank in the St. Lawrence Seaway near Morrisburg, Ont.; 2 railwaymen were killed near Carmanguay, Alta., when a freight train was inadvertently switched on to a side track and crashed into another train; and 2 Manitoba loggers drowned while trying to swim to shore, after a boat in which they were returning from work exploded and caught fire. In September, 2 maintenance employees at Winnipeg Airport were killed when a tire, part of a wheel assembly which they were changing, blew up because it had been inflated to excessive pressure.

Of the 160 fatalities reported, the largest number, 33 or 20.6 per cent, occurred in the transportation industry (see Table H, p. 156, for complete statistics). Twenty-nine fatalities occurred in mining, 28 in construction,

25 in manufacturing, 14 in forestry and in public administration, 6 in trade, 5 in agriculture, 3 in service, 2 in fishing and none in finance. There was one fatality reported with no specific industry.

Table H indicates that, for the seven age groups analyzed: 27.5 per cent of the fatalities were 25 to 34; 20.6 per cent were 35 to 44; 17.5 per cent were 45 to 54; 12.5 per cent were 20 to 24; 11.9 per cent were 55 to 64; 5.0 per cent were 14 to 19; and 3.8 per cent were 65 and over. For two fatalities, or 1.2 per cent, no ages were reported for the workmen involved.

The occupational group of craftsmen incurred the largest number of fatalities—53—which was 33.1 per cent of the total, whereas there were no fatalities recorded for professional workers, and only 1 fatality for the sales group.

Table H indicates also that most of the reported accidents were the result of being struck by objects. Of the total number of fatalities, 46 or 28.8 per cent occurred in this way; falls and slips were the cause of another 33, or 20.6 per cent; and collisions or derailments resulted in yet another 28, or 17.4 per cent of the total. Inhalation accounted for only one fatality, or 0.6 per cent of the total, and no fatalities were attributed to the striking-against type of accident.

Preliminary reports indicate that there were no fatalities in Prince Edward Island for the third quarter of 1970. The 160 fatalities were recorded by province as follows: 3 in Newfoundland, 7 in each of Nova Scotia and New Brunswick, 13 in Quebec, 72 in Ontario, 10 in Manitoba, 7 in Saskatchewan, 14 in Alberta, 25 in British Columbia, and 2 in the Yukon and Northwest Territories. Revised figures for the third quarter of 1970 will be published in the May 1971 issue of *The Labour Gazette*.

Price indexes

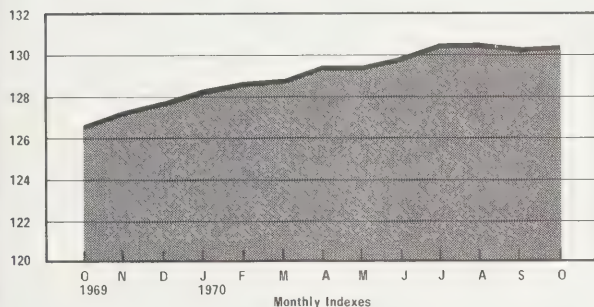
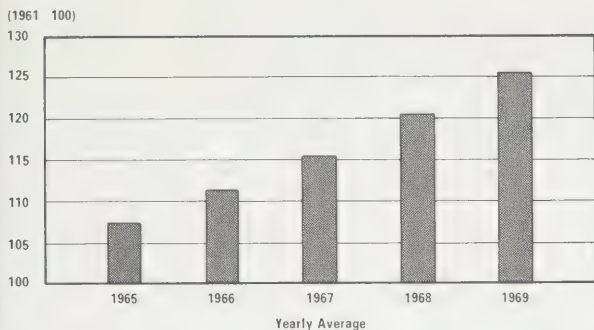
Consumer, October

The consumer price index (1961 = 100) advanced 0.1 per cent to 130.3 in October from 130.2 in September, and was 2.8 per cent higher than in October 1969. Increases of 0.8 per cent to 0.9 per cent for the housing, clothing and health and personal care indexes counteracted the 1.2 per cent decline in the food component. The housing index advanced mainly because of shelter increases, especially for homeownership. Increased professional fees were responsible for the rise in the health and personal care index. The rise in the clothing component was normal for this time of year, reflecting increases associated with the introduction of new winter lines. A substantial decline in food prices, which was larger than the usual September-to-October decrease, was accounted for by price cuts on a wide range of items.

The food index declined to 128.5 from 130.0, but was 0.5 per cent higher than a year earlier. With the exception of restaurant meals, the prices of more than three quarters of the food items decreased. Beef prices declined 2.4 per cent, but were 3.7 per cent higher than a year earlier; and pork prices declined 1.1 per cent, but were more than 10 per cent lower than a year earlier. Poultry prices increased 4.0 per cent, but were 8 per cent lower than in September 1969. Some stable packaged goods recorded unusual declines. Baby food prices decreased by about 10 per cent as a result of specials in a number of major cities; flour and soda biscuit prices also declined. Some grocery items were lower in price, but many staple foods were virtually unchanged, or recorded minor increases. Prices for bread advanced 0.5 per cent, for butter 0.2 per cent, and for fresh milk were unchanged. Egg prices declined 1.0 per cent to almost 18 per cent below their level of a year earlier. Fruit prices dropped 3.6 per cent, apples 20 per cent, and some canned fruits and juices by an average of about 1 per cent. The vegetable component increased 1.8 per cent as higher prices for tomatoes, celery and lettuce outweighed declines for other fresh and canned vegetables. Restaurant meal prices rose 0.3 per cent and were 4.8 per cent higher than in October 1969.

The index for food at home declined 0.2 per cent below its level of a year ago. Mainly because of increased shelter prices, the housing index advanced 0.8 per cent from 131.8, and was 5.1 per cent higher than a year ago. The home-ownership component rose 1.8 per cent to a level 9.5 per cent higher than a year earlier. The largest increases were 3.3 per cent for mortgage

Consumer Price Index



The transportation index declined 0.1 per cent to 125.2 from 125.3, but was 3.6 per cent above its October 1969 level. The October decrease reflected a 1.3 per cent decline in the travel component. Rail fares were 3.2 per cent lower, but were partially offset by a 1.6 per cent increase in inter-city bus fares. Automobile operation and local transportation components were unchanged.

Mainly because of higher professional fees, the health and personal care index advanced 0.8 per cent to 141.2 from 140.2, and was 3.7 per cent above the October 1969 level. Dentists' fees rose by an average of 3.1 per cent across the country and in provinces not under Medicare programs, doctors' fees increased 1.2 per cent, and optical care fees 1.9 per cent. Personal care supplies were practically unchanged in price, as an increase for bar soap was offset by decreases for a number of other toiletry items.

Owing entirely to an increase in the recreation component, the recreation and reading index advanced 0.1 per cent to 133.1 from 133.0, and was 3.9 per cent above the October 1969 level. Admissions to sports events increased by 1.2 per cent, as higher charges were recorded for bowling in most cities. The tobacco and alcohol index was unchanged from its level of 126.4 in September 1970 and October 1969.

City consumer, October

The consumer price index (1961=100) decreased in all regional cities and city combinations except Halifax, where a 0.2 per cent increase was registered. The declines ranged from 0.6 per cent in Montreal to 0.1 per cent in St. John's.

Food indexes decreased in all major centres because of lower prices for meat and many fresh produce items. The components for housing, clothing, and health and personal care advanced in nine cities; and recreation and reading indexes moved up in eight major centres. The transportation index registered mixed movements; tobacco and alcohol components were unchanged.

interest, 1.6 per cent for repairs, and 1.2 per cent for new houses. Increased prices for some building materials and generally higher wages in the construction trades were mainly responsible for the increase in the new houses and repair items. Residential property taxes moved up 0.8 per cent, and rents by only 0.3 per cent. The household operation component advanced by 0.2 per cent because of higher prices for fuel, lighting and furniture. These increases were partially off-set by declines in household textiles, utensils, equipment and supplies.

The clothing index rose 0.9 per cent to 128.2 from 127.0, and was 1.7 per cent above its October 1969 level. Higher prices were recorded for most items of women's wear, men's wear, footwear, and children's wear. Prices of women's winter coats and rayon dresses increased after the end-of-season sales; these increases were partly offset by declines in fur coats and hosiery prices. The piece goods index recorded the only decline in the clothing component, down 0.2 per cent because of a number of sales.

Other price index changes were: Montreal -0.7 to 123.6; Saskatoon-Regina -0.7 to 122.1; Winnipeg -0.5 to 127.1; Saint John -0.4 to 123.4; Edmonton-Calgary -0.4 to 125.7; Ottawa -0.2 to 127.5; Toronto -0.2 to 127.1; Vancouver -0.2 to 123.3; St. John's -0.1 to 121.2; Halifax +0.2 to 124.3.

Wholesale

The general wholesale index (1935-39=100) was unchanged from the revised September index of 284.5. It was 0.4 per cent higher than the October 1969 index of 283.4. Five of the eight major group indexes were higher, and three declined.

The non-metallic minerals products group index advanced 2.5 per cent in October to 220.1 from 214.8 on price increases for fuels. The chemical products group index increased 1.4 per cent to 228.4 from 225.3. Higher prices for unmanufactured tobacco, grains, fresh fruits, and livestock and poultry feeds were responsible for an increase of 0.7 per cent to 239.2 from 237.5 in the vegetable products group index. There were minor increases in two major group indexes—textile products to 257.0 from 256.9 and iron products to 305.8 from 305.7.

The animal products group index declined 1.2 per cent to 316.9 from 320.6 on lower prices for livestock, fishery products, and fresh and cured meats. A decline of 1.1 per cent to 272.0 from 275.1 in the non-ferrous metals products group index reflected lower prices for refined copper (export sales), and lead and its products. The wood products group index declined slightly to 375.5 from 375.6.

U.S. consumer, October

The United States consumer price index (1957-59=100), seasonally adjusted, increased 0.5 per cent in October, for the second consecutive month, to 137.4. It was 5.9 per cent higher than a year ago.

On the average, food prices were at about the same level as five months ago. There were increases of 5.4 per cent in the price of new automobiles, 0.4 per cent in the cost of household durable goods, and 1 per cent in gas, electricity, fuel oil and coal. Women's and girls' apparel increased 1.3 per cent, gasoline 1.3 per cent, and reading and recreation, 0.2 per cent. Although average food prices in grocery stores were stable, the price of restaurant meals continued to advance, with an October increase of 0.4 per cent.

British retail, August

The British index of retail prices (January 16, 1962=100) was 140.8 at August 18 compared with 140.9 at July 21 and 131.8 at August 19, 1969.

The index for items of food whose prices show significant seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 132.0, and for all other items of food it was 141.5. There were reductions in the average prices of potatoes, runner beans, tomatoes, other fresh vegetables and fresh fruits. The index for the food group as a whole declined to 139.5, compared with 142.1 in July. The index for foods, the prices of which show seasonal variation, dropped 12 per cent to 132.0 compared with 150.0 in July.

Housing: In this group as a whole, the index rose to 159.3 compared with 158.8, mainly because of an increase in the average level of rents for unfurnished dwellings. **Fuel and light:** There were increases in the levels of prices of household coal and coke, and the index for the group as a whole rose to 143.1 from 142.1 in July. **Clothing and footwear:** Because of an increase in the average level of prices of women's outerwear, the index for this group advanced to 124.6 from 123.4 in July. **Transport and vehicles:** As a result of higher bus fares in many areas, and increases in Underground rail fares in London, an increase in the average level of prices of second-hand cars, the group index advanced to 134.7 from 132.9 in July. **Miscellaneous goods:** There were increases in the average levels of prices of many articles included in this group, and the group index rose to 144.1 compared with 143.3. **Services:** An advance in the average level of charges for admission to football matches was responsible for an increase in this group index as a whole to 157.1 from 156.0 in July. **Meals bought and consumed outside the home:** There was an increase of more than 1 per cent in the average level of prices in this group, and the index rose to 147.7 compared with 146.2 in July.

Unemployment insurance report

Summary Table

Activity	Sept. 1970	Aug. 1970	Sept. 1969	Cumulative Data	
				Jan. to Sept. 1970	12 months ending Sept. 1970
(in thousands)					
Insured population at end of month	—	5,667	5,518	—	—
Initial and renewal claims filed:					
Total.....	121	106	90	1,559	2,149
Initial.....	84	75	64	1,159	1,602
Renewal.....	37	31	26	400	547
Claimants currently reporting to local offices.....	391	409	260	548 *	509 *
Beneficiaries (weekly average).....	221	299	166	414 *	357 *
Weeks compensated.....	1,106	1,194	745	15,892	18,484
Benefit paid.....	\$37,737	\$41,377	\$24,008	\$542,034	\$643,176
Average weekly benefit.....	\$34.11	\$34.66	\$32.22	\$34.11	\$34.80

* Monthly average.

The number of initial and renewal claims filed in Canada in September increased by 15,000 or 14 per cent over the previous month to 121,000. This increase, evident in all regions, exceeded 25 per cent in Prince Edward Island, Manitoba and Saskatchewan. Renewal claims, which increased 17 per cent nationally, increased by more than 40 per cent in Prince Edward Island and Nova Scotia. As was the case last month, renewal claims comprised approximately 30 per cent of all claims filed.

Compared with the same month of last year the number of claims filed increased by 34 per cent. Increases of greater than 50 per cent occurred in Manitoba, Alberta and British Columbia. And renewal claims in Alberta increased 152 per cent.

In contrast to the increase in the number of claims filed, the national claimant count decreased by 17,000 or 4 per cent from the count at the end of August to 391,000. Decreases ranging from 4 to 16 per cent in most prov-

inces were offset by increases in the claimant counts of Québec, Manitoba and Saskatchewan. Approximately 60 per cent of all claimants in the current month were male.

Compared with the same month of last year, the current claimant count was 131,000 or 51 per cent higher. This increase was reflected in all provinces except Newfoundland where the count was unchanged. A substantial portion of this increase can be accounted for by the relatively large increases in the male claimant counts in Manitoba, Alberta and British Columbia.

The average weekly estimate of beneficiaries in September, 221,000, was 26 per cent lower than in August but 34 per cent higher than in September 1969. Benefit payments totalled \$37.7 million in September, \$41.4 million in August and \$24.0 million in September 1969. The average weekly-benefit payments for these three months were \$34.11 in September 1970, \$34.66 in August 1970 and \$32.22 in September 1969.

The strait jacket of restrictive legislation

The present system of free collective bargaining is in great jeopardy in this country, thinks Prof. Roy Brookbank, formerly Director of the Masters Degree Program in Business Administration, and Chairman of the Department of Commerce, Dalhousie University.

Prof. Brookbank, who is now at the University of Toronto on sabbatical leave, told some 200 delegates attending a one-day Joint Labour-Management Conference at Dalhousie University last October that legislation is now being introduced by provincial governments in terms of controlling the system, often over the objections of key principals in the collective bargaining system. The conference was sponsored by the Canada Department of Labour, the Nova Scotia Department of Labour and the Nova Scotia Joint Labour-Management Committee.

"A free system of collective bargaining depends primarily on the active participation of the two principals involved," Brookbank said. "Restrictive legislation, although it may seem to solve current problems, can undermine the total system and thus cause more problems that it cures."

He pointed out that it has now been about 10 years since Mr. Justice A. H. MacKinnon produced his "Fact-Finding Enquiry on Labour Legislation in Nova Scotia," (L. G. 1962, p. 507) Mr. Justice MacKinnon was asked to investigate the practice of having unions and managements presenting individual briefs to the Government in an attempt to bring about legislative changes that would give them "one-upmanship" over the opposing side. "Judge MacKinnon told employers

and unions: 'You have the right to keep on doing this if you wish, but if you keep this up, you'll be in such a legislative strait jacket that you will have little flexibility or control. The same dangers of over-legislation are now evident across the country'," Brookbank said, adding that labour-management co-operation may be the illegitimate son of labour relations, but he still might be able to pay off the mortgage and save the farm.

He pointed out that, **although 96 per cent of collective agreements in this country were still settled amicably, settlement often occurs because one side or the other doesn't feel it has adequate power to back up further argument.** There is always, in a democratic system, some kind of imbalance, he said, but the democratic system makes constant adjustment the main issue, not perfection or "peace at any price." Labour-management consultation, he said, is a far better alternative than external controls in solving problems.

"We are interested today in finding specific ways in which profits and productivity can be increased in Nova Scotian industry," he said. "We are interested also in how the wages of Nova Scotian workers can be increased." It is virtually impossible, he believes, to achieve these goals independently of one another.

Brookbank's concluding remarks were: **"You cannot have efficiency and productivity without the co-operation of labour; and if a worker is seeking a higher income, there is no way that he can get this without the co-operation of management. The task today is to see if and how it can be done through labour-management consultation."**

Critical changeover in the world's labour force

The world is on the threshold of a critical changeover in the labour force, according to Kalmen Kaplansky, Director of the Canada Branch of the ILO. "The composition of the labour force and of the trade union movement is changing rapidly," Mr. Kaplansky said in a recent interview. "It's the end of an era. The skilled and semi-skilled blue-collar worker who has pioneered and built, and has been the backbone of the labour movement, no longer holds a monopoly on trade unionism. The professional workers, medical men, chemists, and university graduates, who are no longer individually employed, have brought about a need for collective representation. And these skilled professionals are bringing about new attitudes and new approaches to policy, to discipline, to management."

Recently returned to Canada after a tour of various European countries, during which he interviewed industrial relations experts on behalf of the International Institute for Labour Studies in Geneva, Kaplansky reported that he had talked to some 80 persons altogether. Each country, he said, owing to diversity of interests, geographic location, trade policy, ethnic, political and religious background, and participation or non-participation in economic blocks, has an individual approach to industrial relations. But **the one common denominator was the influx of professionals into the trade union movement.**

As well as having national trade union federations for blue-collar and white-collar workers, Sweden has a third organization called the Swedish Academicians Central Organization (SACO) for the best-paid workers with the most responsibility. Geared at first to university graduates only, SACO now caters to any person holding a key position.

The residual rights of management are protected by the Swedish Employers Confederation (SAF). "Article 32 of the SAF Constitution states that employers have the sole prerogative to hire and fire, thus protecting the vested rights of management," Kaplansky said. "The association has until recently rather rigidly enforced this provision, unless specifically forbidden to do so by collective labour agreements. This unchallenged right of management to hire and fire will, in future, become



Kalmen Kaplansky

a very contentious issue. It has already caused a great deal of difficulty."

In many countries, there was also a growing disenchantment with national agreements. "Most of the things that concern workers are not reflected in these agreements," he said. He predicted that, in the future, a large part of the collective bargaining negotiations will be done at the local plant level.

Industrial relations practitioners, he continued, were not overly concerned about the progressive invasion of the multi-national corporations. The big corporations would be tolerated as long as they posed no threat to the sovereign power of the state, Mr. Kaplansky said, but a few envisage international collective bargaining in the foreseeable future. Dissimilarity of political, economic and social climates, availability or unavailability of skilled labour, and the different working and social conditions in various countries would militate against international collective bargaining becoming a serious factor in industrial relations.

"There is a general belief in Europe that industrial relations is a conflict situation," Mr. Kaplansky said. As one practitioner told him: "You may find a Sea of Tranquillity on the moon, but you'll never find one in industrial relations on earth."

Report on the UIC advisory committee

The operations of the Unemployment Insurance Fund during the fiscal year 1969-70 resulted in a surplus of about \$76 million, says the report of the Unemployment Insurance Advisory Committee for the year ending March 31, 1970. This left a balance in the Fund on March 31 of \$458 million, compared with a balance of \$382 million on April 1, 1969. The net revenue in 1969-70 from contributions, penalties and interest on investments was \$618 million. Total benefits paid during the year were \$542 million.

The higher revenue from contributions during the past year reflects two factors. One is the increase in the number of workers covered by unemployment insurance, because of the growth of the labour force and the substantial increase made to the insured segment in June 1968, when the insurable earnings ceiling for salaried employees was raised to its present level of \$7,800 a year. **It is estimated that between 75 and 80 per cent of all wage and salary earners are now covered.** The second factor was the effect of adding additional contribution classes in the middle of 1968 at the upper end of the earnings scale. This became fully effective during 1969-70. The higher aggregate benefit payments in 1969-70 can also be attributed, in large part, to the higher rates of weekly benefit established in 1968 for unemployed persons in the new higher contributory ranges. These rates came into effect by degrees on claims that began after the middle of 1968.

As a consequence of this new benefit rate structure, the concentration of claimants in the top benefit class has been considerably diminished. Of all claims established in the first six months of 1968, 53 per cent were in the old top class. This concentration indicated that the maximum benefit rate then provided by the Act had not kept pace with the rising level of average earnings. In 1969, only 24 per cent of all claims established were qualified to receive benefit at the new top rate, showing that the new rate structure adopted in 1968 was more equitably related to current rates of earnings.

The forecast made by the Actuary a year ago as to the probable experience of the Fund during 1969-70, estimated a likely surplus of about \$125 million. That estimate was subject to several assumptions concerning the rate of unemployment during the rest of the fiscal year and other matters. Some of the assumptions were not realized: in particular, unemployment worsened; and the actual surplus was slightly under \$76 million.

In the current fiscal year, ending March 31, 1971, it is estimated that the Fund will decline and that the 1970-71 operations will probably show a deficit. The amount of the deficit will depend largely on what rate of unemployment is experienced during the year, and is, therefore, difficult to forecast accurately; but the range is likely to be from \$30 million to \$130 million. The two limits have been obtained on the assumption of an unemployment level—both for the entire fiscal year and for the last fiscal quarter—of 5½ per cent and 6½ per cent, subject in either case to a slight modification based on

the actual results during April and May, 1970. This will probably not create any problem for the Fund in meeting its obligations during 1970-71, in view of the substantial balance of some \$460 million in the Fund at the beginning of the current fiscal year.

The Committee has been provided with information and explanations concerning the proposals for amending the Unemployment Insurance Act contained in the White Paper, "Unemployment Insurance in the 70s," issued by the Government on June 17, 1970. The Committee is reviewing the proposals, and intends to convey its advice and recommendations to the Minister of Labour in a separate report.

The Committee has again urged the Government to amend the Unemployment Insurance Act to give a longer interval after the end of the fiscal year for the Committee

to prepare its annual statutory report on the condition of the Fund. Section 89 of the Act requires that the Committee make this report not later than July 31. The Committee has found, on numerous occasions, that this requirement makes it impossible to give adequate study to the financial reports and operating statistics on which its report has to be based. There is a considerable delay after the end of the fiscal year at March 31 before all the year-end adjustments are made by the administrative branches, and some of these adjustments materially affect the financial and other statements that are then supplied to the Committee.

As a result, the information is not usually printed and made available to the Committee until late in July—and sometimes only a day or two before it meets to prepare its report. In these circumstances, the Committee claims, it cannot make a competent assessment of the information for the purpose of discharging its statutory function.

UIC Statistics

	at end of March			
	1970	1969	1968	1967
(in thousands of dollars)				
Balance in fund.....	\$ 458,142	\$ 382,340	\$ 302,652	\$ 258,203
Increase in balance from previous year.....	75,802	79,688	44,449	116,720
Contributions from employers and employees.....	491,783	433,130	347,458	343,853
Contributions from the Government of Canada...	98,357	86,626	69,491	68,771
Amount collected in penalties.....	164	171	188	172
Interest on investments.....	27,556	18,850	15,894	10,931
Total net revenue.....	617,860	538,777	433,031	423,727
Ordinary benefit payments.....	440,839	373,930	316,465	251,209
Seasonal benefit payments.....	101,219	85,159	72,117	55,798
Total benefit payments.....	542,059	459,089	388,582	307,007
Excess of revenue over expenditure....	75,802	79,688	44,449	116,720
Fishing coverage				
Contributions from employees and employers.....	1,478	1,338	1,284	1,387
Contributions from Government of Canada.....	296	268	257	277
Benefit payments.....	13,236	12,509	11,576	10,845
Excess of benefit payments over contributions.....	11,462	10,903	10,026	9,197
Other statistics				
(numbers)				
Number of initial claims for unemployment insurance received....	1,451,000	1,380,000	1,389,000	1,213,000
Average number of benefit weeks paid....	14.7	14.8	13.2	12.6

Certification

The Canada Labour Relations Board met for three days during November. It granted seven applications for certification, rejected three, and ordered two representation votes. During the month, the Board received 10 applications for certification and one request for review of an earlier decision. It also granted one request for review.

Applications for certification granted

Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Desgagnés Transport Inc., St-Joseph-de-la-Rive, Qué. (LG 1969, p. 683) (Reasons for judgment published as Supplement No. 1, 1971).

Le Syndicat des Journalistes de Montréal Inc. (CSN) on behalf of a unit of personnel employed at Radio Station CHEF, Granby, Qué., by La Voix de l'Est Limitée, Granby, Qué. (LG, Jan., p. 49).

Local 2499, United Brotherhood of Carpenters and Joiners of America, on behalf of a unit of carpenters and apprentices employed in the Yukon Territory by Yukon Construction Company Limited, Edmonton, Alta. (LG, Nov. 1970, p. 798).

International Union of Operating Engineers, Local 115, on behalf of a unit of heavy construction equipment operators and mechanics employed in the Yukon Territory by G & G Equipment Co. Ltd., Vancouver, B.C. (LG, Dec. 1970, p. 881).

Amalgamated Meat Cutters and Butcher Workmen of North America, Local P-319, on behalf of a unit of employees of United Grain Growers Limited, Winnipeg, Man., employed in its Seed Department, Western Region, at Edmonton, Alta. (LG, Dec. 1970, p. 881). Certain of the employees affected had intervened.

International Association of Machinists and Aerospace Workers on behalf of a unit of employees of Québecair Inc., Dorval, Qué., employed in its Computing, Accounting, Administration and Maintenance Departments (LG, Dec. 1970, p. 881). Certain of the employees affected had intervened.

J. Kearns Transport Ltd. Drivers Association on behalf of a unit of drivers employed by J. Kearns Transport Ltd., Regina, Sask. (LG, Dec. 1970, p. 881).

Applications for certification rejected

Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Bekins Moving & Storage Company (Alberta) Ltd., Calgary, Alta., respondent (LG, Dec. 1970, p. 880).

International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, applicant, and Radio Dartmouth Limited, Dartmouth, N.S., respondent (CFDR) (LG, Jan., p. 49).

Amalgamated Meat Cutters and Butcher Workmen of North America, applicant, Tyler Transport Limited, Acton, Ont., respondent, and David Ernest Hall, intervener (LG, Jan., p. 49).

Representation votes ordered

International Brotherhood of Electrical Workers, Local 530, applicant, Huron Cable TV Limited, Sarnia, Ont., respondent, and D. Singleton, et al., interveners (LG, Nov. 1970, p. 798) (Returning officer: K. Hulse).

United Transportation Union, applicant, Ontario Northland Railway, North Bay, Ont., respondent, and Brotherhood of Locomotive Engineers, intervener (LG, Dec. 1970, p. 881). Names of both unions will appear on the ballot (Returning officer: H. A. Fisher).

Applications for certification received

International Association of Machinists and Aerospace Workers on behalf of a unit of contamination, and R.I.S. monitor operators employed at Pinawa, Man., by Atomic Energy of Canada Limited, Ottawa, Ont. (Investigating Officer: A. E. Koppel).

International Union of Operating Engineers, Local 115, on behalf of a unit of loaders employed on the "Island Forester" by Island Tug and Barge Limited, Vancouver, B.C. (Investigating Officer: A. A. Franklin).

L'Association des Employés de Provost Cartage, Inc., on behalf of a unit of employees of Provost Cartage Inc., Ville d'Anjou, Qué. (Investigating Officer: S. T. Payne).

Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by La Compagnie de Navigation Desgagné Ltée., Montreal, Qué. (Investigating Officer: S. T. Payne).

International Association of Machinists and Aerospace Workers on behalf of a unit of security guards and fire guards employed by Canadian Pacific Air Lines, Limited, Vancouver, B.C. (Investigating Officer: G. W. Rogers).

Syndicat des Journalistes de Montreal on behalf of a unit of employees of Radio-Drummond Limitée (CHRD-AM & CHRD-FM), Drummondville, Qué. (Investigating Officer: R. G. Dorion).

L'Union des Employés de Service d'Edifices, Local 298, on behalf of a unit of employees of Nation-Wide Interior Maintenance Co. Ltd., Montreal, Qué. (Investigating Officer: R. G. Dorion).

Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed in the Yukon Territory by Humphrey Construction Ltd., Whitehorse, Y.T. (Investigating Officer: G. W. Rogers).

Pinawa Fire Fighters Association, AECL, Local F-160, International Association of Fire Fighters, on behalf of a unit of fire fighters employed at Pinawa, Man., by Atomic Energy of Canada Limited, Ottawa, Ont. (Investigating Officer: A. E. Koppel).

Canadian Bus Drivers' Union on behalf of a unit of bus drivers employed by Trailways of Canada Limited, Thornhill, Ont. (carrying on business under the name of Travelways) (Investigating Officer: K. E. Hulse).

Requests for review under Sec. 61 (2) of the Act

The Board received a request from National Union of Operating Engineers of Canada, Local 14850, International Union of District 50, Allied and Technical Workers of the United States and Canada, seeking to have its current name substituted for its former name, the National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America, in the certificate issued by the Board on April 19, 1964 (LG 1964, p. 395) certifying the said union as the bargaining agent of a unit of employees of Robin Hood Flour Mills Ltd. (now Robin Hood Multifoods Limited) Montreal, Qué.

The Board granted a request for review made by Syndicat du Transport Routier seeking amendment of the Board's Order of Certification issued on April 30, 1963, in respect of a unit of employees of Roberval Express Limitée, Chambord, Qué. The Board amended its Order of Certification by substituting the present name of the bargaining agent in place of its previous name of Le Syndicat national des employés de l'industrie du camionnage, Saguenay-Lac St-Jean, Inc. (LG, Jan., p. 50).

Conciliation

During November the Minister of Labour appointed conciliation officers to deal with the following disputes:

Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron).

Radio Futura Ltée (CKVL-AM and CKVL-FM) Verdun, Qué., and Le Syndicat général de la radio (CSN) CKVL (Conciliation Officer: R. G. Dorion).

Davie Shipbuilding Limited, Levis, Qué., and Canadian Marine Officers Union (Conciliation Officer: S. T. Payne).

McNeil Transport Limited, Brockville, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91 (representing office workers) (Conciliation Officer: K. Hulse).

Eastern Telephones and Telegraph Company, Sydney Mines, N.S., and International Brotherhood of Electrical Workers, Local 2096 (Conciliation Officer: C. A. Ogden).

Stanrock Uranium Mines Limited, Elliot Lake, Ont., and United Steelworkers of America (Conciliation Officer: H. A. Fisher).

CP Air, Vancouver International Airport, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (representing clerical employees in accounting office, Vancouver) (Conciliation Officer: D. H. Cameron).

Boyd's Express Limited, Montréal, Qué., and Transport Drivers, Warehousemen and Helpers Union, Local 106 (Conciliation Officer: R. G. Dorion).

General Aviation Services Ltd., Montréal International Airport, and Lodge 2300, International Association of Machinists and Aerospace Workers (Conciliation Officer: S. T. Payne).

Settlements by conciliation officers

Eastern Provincial Airways (1963) Limited, Gander, Nfld., and International Association of Machinists and Aerospace Workers, Lodge 1763 (representing clerical and office workers) (Conciliation Officer: W. J. Gillies) (LG, Jan., p. 46).

General Aviation Services Ltd., Toronto International Airport, and District Lodge 717, International Association of Machinists and Aerospace Workers (Conciliation Officer: K. Hulse) (LG, Jan., p. 46).

The J. P. Porter Company Limited, Dartmouth, N.S. (Marine Service Employees, Dartmouth Plant), and International Union of Marine & Shipbuilding Workers of Canada, Local 13 (Conciliation Officer: C. A. Ogden) (LG, Dec. 1970, p. 878).

Continental Explosives Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron) (LG, Nov. 1970, p. 794).

British Yukon Navigation Company Limited, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron) (LG, Sept. 1970, p. 659).

Disputes settled by mediation

B.C. Towboat Owners' Association (representing certain member companies) and Canadian Brotherhood of Railway, Transport and General Workers (mediation services provided by Industry Specialist D.S. Tysoe) (LG, Sept. 1970, p. 660).

B.C. Towboat Owners' Association (representing certain member companies) and Seafarers' International Union of Canada (mediation services provided by Industry Specialist, D. S. Tysoe) (LG, Nov. 1970, p. 795).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in October to deal with a dispute between Genaire (1961) Limited, Malton, Ont., and District Lodge 717, International Association of Machinists and Aerospace Workers (LG, Jan., p. 47) was fully constituted in November with the appointment of R. G. Geddes, Toronto, as chairman. Mr. Geddes was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Ian F. Rankin, Port Credit, Ont., and union nominee W. G. Carson, Dundas, Ont.

The Board of Conciliation and Investigation established in May to deal with a dispute between Canadian Broadcasting Corporation and Le Syndicat général du cinéma et de la télévision (CSN) (LG, Aug. 1970, p. 585) was fully constituted in November with the appointment of Prof. Raymond Lachapelle, Montreal, as chairman. Prof. Lachapelle was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Raymond Caron, Q.C., and union nominee Jacques Desmarais, both of Montréal.

Conciliation board report received

British Yukon Navigation Company Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (LG, Dec. 1970, p. 878) (Full text appears in Supplement No. 9, 1970).

Report of settlement by conciliation board

Halterm Limited, Halifax, N.S., and International Longshoremen's Association, Local 269 (LG, Jan., p. 47).

Settlements reached after board procedure

Motor Transport Industrial Relations Bureau of Ontario Inc. (representing certain car hauling companies), and General Truck Drivers Union, Local 938; Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Transport Drivers, Warehousemen and Helpers Union, Local 106 (LG, Dec. 1970, p. 878).

Hunt Transport Ltd., Burnaby, B.C., and General Truck Drivers and Helpers Union, Local 31 (LG, Jan., p. 48).

Northland Shipping (1962) Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (mediation assistance provided by D. S. Tysoe and D. H. Cameron) (LG, Jan., p. 48).

Northland Navigation Co. Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (mediation assistance provided by D. S. Tysoe and D. H. Cameron) (LG, Jan., p. 48).

Conciliation board not appointed

Charterways Co. Limited—Mississauga Transit System, Mississauga, Ont., and Amalgamated Transit Union, Division 107 (LG, Jan., p. 46).

Strike action

Charterways Co. Limited—Mississauga Transit System, Mississauga, Ont., and Amalgamated Transit Union, Division 107 (strike commenced November 30, 1970) (see above).

Strike terminated

McAllister Towing Ltd., Montréal, Qué., and Canadian Marine Officers Union (representing Captains and Engineers) (strike terminated November 12, 1970, with mediation assistance of C. E. Poirier and G. R. Doucet (LG, Jan., p. 48).

Part-time employment for older persons

It should be possible for any worker to work less than normal hours before reaching retirement age, and also to go on working part time after that age, according to a 1968 report sponsored by the Manpower and Social Affairs Committee of the Organization for Economic Co-operation and Development.

The report, prepared by Jean Hallaire, Inspector General of the National Economy, France, focuses on the importance of the need for part time employment for special groups. These groups include: women with family responsibilities; older workers; the physically, emotionally, and mentally handicapped; and students. This summary reviews those parts of the report that relate specifically to older or elderly workers.

The report points out that a system of part-time employment enables workers to adjust their daily or weekly working hours to suit their capacity and needs. Mr. Hallaire suggests that we should try to avoid setting an inexorable age limit after which everyone would be denied the right to work. Part-time work could then become a factor in social as well as economic progress. This is only possible, however, if, at all levels concerned, there is dialogue between public authorities, employers, and unions; the interests and ideals of each must be stated, respected and defended.

In a chapter on the place of part-time employment in the future, the author states that, although only an infinitesimal minority of elderly persons are affected, a policy for their employment should include part-time work. He proposes the planning of a chapter for a timetable of part-time employment for all sections of the population—men and women, young and old—who may prefer to work shorter hours.

According to the report, in two of the six countries visited—Denmark and the United Kingdom—the proportion of part-time to full-time jobs has greatly increased since 1951. In Denmark, at the time of this report, employers were hiring unskilled part-time workers. The author thinks that the Selective Employment Tax in the United Kingdom will probably have the effect of reducing the number of part-time jobs that in the services sector, had perhaps increased exaggeratedly. He concluded that this payroll tax should encourage employers to improve productivity through new investments or better management methods.

The report suggests that **the almost certain expansion of leisure services during the next few decades will probably create a demand for part-time workers. The skills of elderly people could be utilized on a part-time basis in health resorts, rest homes, sports, cultural activities and tourism.** The author points out that such participation of the elderly in leisure life is of social, political and economic value.

Part-time employment is described as having the same characteristics as full-time employment, although a part-time employee is slightly more costly to the firm than one working full-time. Also, part-time employment does not allow for a “factor of flexibility” as does casual labour that can be hired and dismissed to suit production requirements.

In branches of the service sector, however, where there is constant expansion, such as in the retail trade, part-time employment might provide a factor of flexibility where shorter hours meet a specific need. If part-time employment is not always beneficial to the national economy at the company level, it does contribute to growth whenever it attracts previously inactive population groups into the labour market.

According to Hallaire, before promoting part-time employment, the primary effort should be to ensure full employment of full-time workers by encouraging and facilitating their mobility and resettlement and by vocational training. The concept of full employment cannot be universal in any country, however; it must be sought in each branch of activity and in each trade skill. Hallaire proposes that whether or not to advocate applications for part-time work should be decided by geographical region and by sector of activity, wherever manpower availabilities are exhausted.

Part-Time Employment—Its Extent and its Problems (Paris 1968) (No. 6). Organization for Economic Co-operation and Development (OECD), Information Canada, Ottawa (\$2.80).

Decisions of the umpire

CUB 2945. The claimant filed an application for benefit stating that he was last employed as a lather for a plastering company. He had had to leave his job because he could not find suitable living quarters in the city where he worked. He had been living in a camper that was involved in an accident and wrecked. As a consequence, he had to return to where his wife and children lived—almost 150 miles from his workplace. He indicated that, since 1955, he had been either the owner or tenant of a 13-acre fruit farm but, did not consider farming his main means of livelihood. **His employer reported that the claimant had left his \$5.05-an-hour job without giving a reason; hence the claimant had been notified by the insurance officer that he was disqualified from receiving benefit because he had left employment without just cause.**

In his appeal to the board of referees, the claimant complained of the high cost of living in the city where he worked, and he stated that he had gone home, expecting to find work there, and had filed an application for benefit as a last resort. The board came to the conclusion that the decision of the insurance officer was correct and it unanimously dismissed his appeal. **The claimant's union then appealed to the Umpire on the grounds that, owing to the high cost of living, the claimant was unable to send enough money home to justify separation from his wife and children.**

Since his return home, he had not only applied for work at four offices of the Canada Manpower Centre but had written also to five contractors operating in the area, thereby indicating his desire to find employment. The union expressed the view that the disqualification should be reduced to a period of one week.

The Commission's Chief of Entitlement Determination observed that it had not been established that the claimant had attempted to assure himself of reasonable prospects of work in his home area before giving up his employment, that he had been within commuting distance of his home at a cost of \$10 for the return trip, and that separation from his family had not been unduly prolonged. Furthermore, the claimant's wage rate of \$5.05 an hour could be considered substantial, and the expenses he had listed did not warrant his giving up his job—especially when he was returning to a farming area where opportunities for employment were limited at that time of year. The Chief submitted that the decision of the board of referees be upheld.

The Umpire however, came to the conclusion that the extenuating circumstances that had prompted the claimant to leave his job and return home were sufficient to reduce the period of disqualification to four weeks, instead of the six weeks originally imposed by the insurance officer.

General topics

Wage schedules

During October, the Department of Labour prepared 472 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 379 contracts in these categories were awarded. In addition, 39 contracts containing the General Fair Wages Clause were awarded.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in October for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Post Office	3	\$ 85,356.58
Supply and Services	122	1,437,443.00

During October, the sum of \$6,850.89 was collected from 16 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 163 workers concerned.

Unemployment insurance fund

During October 1970, 30,075 investigations were completed across Canada. Of these, 15,310 were on-premises investigations, and 2,505 were selective investigations to verify the fulfilment of statutory conditions. The remaining 592 formal investigations and 11,668 post-audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,792. Prosecutions were begun in 138 cases, 137 against claimants and one against an employer. This does not include employer prosecutions instituted by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in October totalled \$50,730,508.23 compared with \$53,992,336.93 in September and \$53,232,057.62 in October 1969. **Benefits paid in October totalled \$40,365,370.22 compared with \$37,737,070.17 in September and \$25,526,509.78 in October 1969.** The balance in the Fund on October 31, 1970 was \$464,772,598.39 compared with \$454,407,460.38 in September and \$496,569,798.56 at the end of October 1969.

Employment review

Total employment in October, at 7,993,000, was unchanged from the previous month. Compared with October 1969, employment was 165,000 or 2.1 per cent higher. There was an increase of 21,000 in the number of persons unemployed—from 398,000 in September to 419,000 in October—and a yearly increase of 105,000. The labour force (estimates not seasonally adjusted) increased by 28,000 to 8,412,000 in October and was 270,000 or 3.3 per cent higher than a year ago.

The seasonally adjusted unemployment rate declined for the first time this year from 6.9 per cent to 6.6 per cent. (Seasonal adjustment is an analytical method used to remove the effects of normal seasonal fluctuation from the data.) The unadjusted rate of unemployment in October was 5.0 per cent, compared with 4.7 per cent in September.

There was an increase of 34,000 in agricultural employment between September and October. In the non-agricultural sector, there were unusually large increases in community, business and personal services, 45,000, and finance, insurance and real estate, 15,000. The employ-

ment increase in trade, 26,000, was about average. There were larger-than-usual decreases in employment in construction, 34,000, and in forestry, 10,000. Changes in other industries in this sector were small.

An increase of 22,000 in the employment of persons aged 14 to 24 between September and October was in marked contrast to the decreases, or only small increases, recorded in this age group during the last few years. With this increase, employment in this age group was 45,000 higher than a year ago. The labour force for the group rose by 96,000. Employment of men and women aged 25 years and over declined slightly, 15,000, between September and October. Among men, the decrease was smaller than the September-October reductions in recent years. Among women in the same age group, employment usually increases between these two months.

The employment situation was stronger in October after a midsummer decline. The seasonally adjusted level of employment rose for the second month in succession. The increases were particularly noticeable in Ontario, and there were gains in the Prairie and Atlantic regions. The seasonally adjusted level of employment in British Columbia dropped to the August level, reversing the gain recorded in September.

Unemployment

There was an increase of 21,000 in total unemployment between September and October. Among persons aged 14 to 24 years, there was little change between these two months. The increase in unemployment among men aged 25 and over was less than usual, and among women in this age group, it was higher. Compared with October 1969, there were 51,000 more unemployed persons aged 14 to 24, and 54,000 more aged 25 years and over.

The explanation for the smaller-than-usual rise in national unemployment between September and October lies in small reductions in Ontario and the Atlantic region, and a slightly smaller-than-usual percentage increase in Québec.

The national seasonally adjusted rate of unemployment declined from 6.9 per cent in September to 6.6 per cent in October, the first monthly reduction in 1970. Consistent with the changes in the unadjusted data, the seasonally adjusted rates of unemployment for persons aged 14 to 24, and men aged 25 years and over, declined in October; the rate for women aged 25 years and over increased. The seasonally adjusted rates of unemployment declined in Ontario and in the Atlantic region. There was no change in Québec and British Columbia. The Prairie region was the only area to show an increase.

U.S. employment review

Unemployment in October was 4,300,000, unchanged from September. The seasonally adjusted rate of unemployment was 5.6 per cent compared with 5.5 per cent in the previous month. The civilian labour force was 83,175,000. The actual rate of unemployment was 5.1 per cent compared with the same rate in September.

Jurisdictional dispute

Teamsters Union Local 91 versus Domtar Ltd., Trucking Division et al. 70 CLLC 16,022 (Ont. L.R.B.)

This was an application by the Union to be certified as bargaining agent for a unit of truck drivers and helpers of the company, employed at or working out of Cornwall, Ont.

The company took the position that the unit proposed by the applicant was inappropriate. It said that the employees at Cornwall came under the direction and administration of the company's terminal in Dorval, Qué. All other operations of the company were administered from the company's terminal at Mississauga, Ont. The company argued that there should be only two appropriate bargaining units—one at Dorval and the other at Mississauga.

On the evidence, the Ontario Labour Relations Board found that the company employed five truck drivers who were located at Cornwall and who reported to work at the premises of Domtar Fine Papers Ltd. in that city. They performed the trucking functions of Domtar, taking regular loads from Cornwall to Ottawa, Montreal

and other points, usually returning to the Cornwall location each night. The employees stationed at Cornwall came under the jurisdiction, supervision and administration of the company's Dorval terminal. **There was no evidence of any regular interchange between the employees stationed at Cornwall and employees stationed at any other location where the company employed truck drivers.**

The Board held that, although the company's operations at Cornwall were administered from the Dorval terminal, the company's employees stationed at Cornwall shared a functional coherence and interdependence that distinguished them from employees at other locations. **The Board accordingly found that the employees at Cornwall constituted an appropriate unit, and certified the applicant union.**

The company had argued also that the employees were covered by an accreditation issued by the Québec Department of Labour, naming another union as the bargaining agent for these and other employees at Dorval. The Board held that this accreditation covered only employees falling within the provincial jurisdiction of the Québec Department of Labour and, therefore, did not cover employees of the company stationed at Cornwall.

February credits

Part-time employment for older workers, p. 124, originates with the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Jurisdictional dispute, p. 127, originates with the Legislation Branch of the Canada Department of Labour.

Labour legislation, p. 98, was prepared by the Legislation Branch of the Department of Labour.

Employment fatalities, p. 111, are prepared by the Surveys Division of the Department of Labour's Economics and Research Branch. The fatalities covered in this review involve persons gainfully employed. They occurred during the course of, or arose out of their employment, and they include deaths resulting from industrial diseases.

(Note: Statistics on employment fatalities are compiled from reports received from the provincial Workmen's Compensation Boards and other official sources. News-

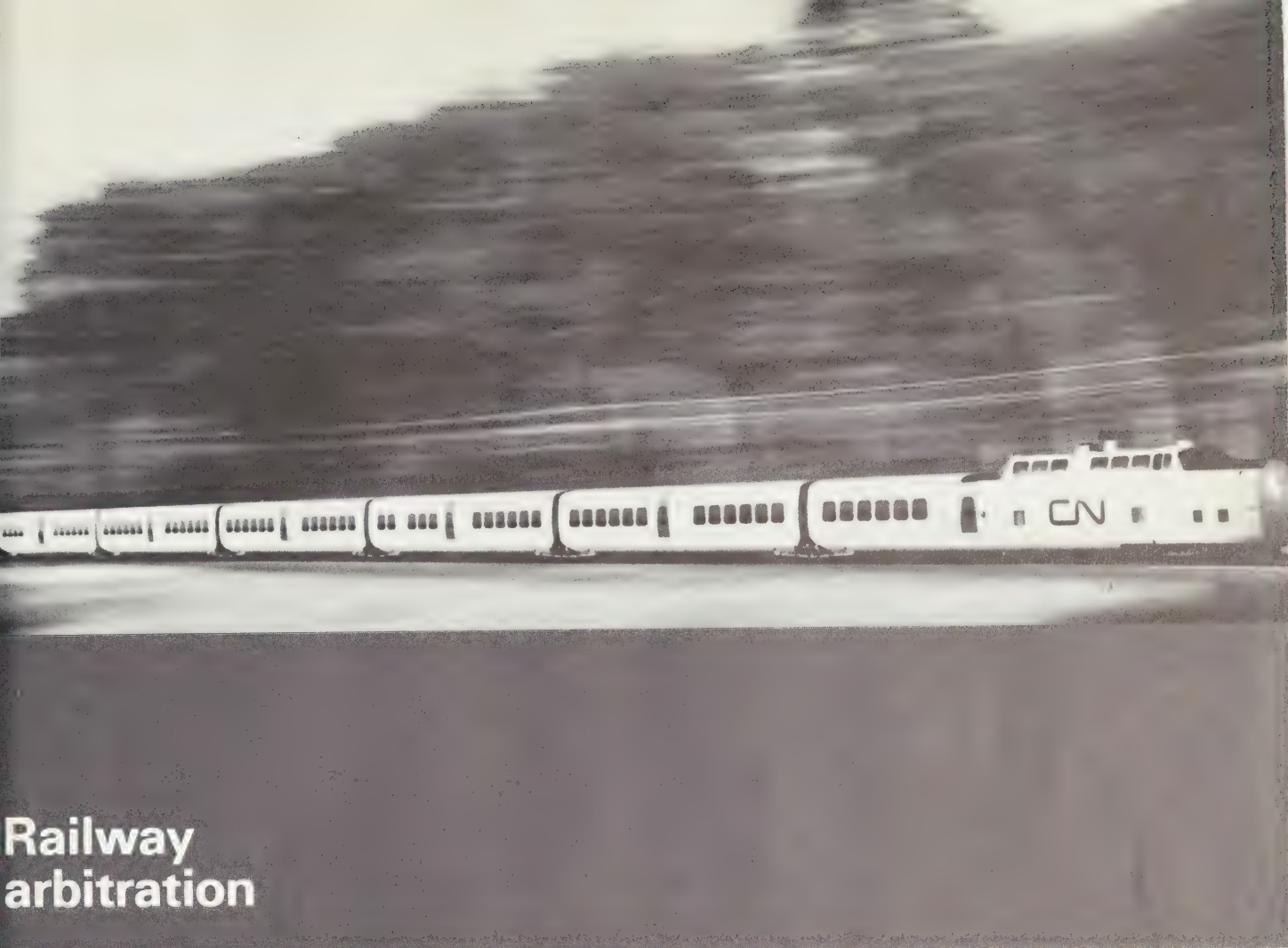
paper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that the coverage of such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the department's records because of lack of information in press reports. The number of fatalities that occurred during the period under review is usually greater than the article and tables indicate. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual and quarterly reviews.)

Unemployment insurance report, p. 115, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 120, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 122, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 81, 86, 88, 99, 101, 102, 104, 106, 109, 110, 129. Public Archives of Canada: p. 84. Creative Professional Photographers Ltd., Saskatoon: p. 96. Thomas Studio, Ottawa: p. 117.



Railway arbitration

Eleven cases were dealt with by the Canadian Railway Office of Arbitration on October 14 and 15, 1970. Grievances were dismissed in 10 cases.

Case No. 238. Dispute between Algoma Central Railway and the United Transportation Union over the cancelling of a yard foreman's shift on a statutory holiday.

A yard foreman's shift was cancelled on a statutory holiday. He worked only four days in that week, although he was available for work on five, and he would have worked on the holiday had his shift not been cancelled. The collective agreement states that a regularly assigned yardman on a permanent assignment must be paid for not less than five days in any one week. The company maintained that the yardman was not entitled to the payment claimed, because the work-week in question was adjusted to four days, and because he was not entitled to pay for the holiday as such. The agreement provides for general holidays, and it entitles employees to be paid for them. The day in question was a general holiday.

The arbitrator stated that the claimant was not entitled to holiday pay, but was entitled to work on the holiday. Cancellation of one day's shift did not change the assignment to a permanent four-day assignment, and the claimant's assignment was for five days a week. He was therefore entitled to pay for that assignment, even though he was not entitled to a holiday. The arbitrator allowed the grievance.

Case No. 239. Dispute between Algoma Central Railway and the United Transportation Union over a claim for miles by a trainman.

A trainman was listed on the spareboard. A passenger train arrived at the station, and the conductor of this train was removed from service before the train proceeded to another station. The trainman in question claimed miles from the first railway station to the second and back. The company denied the claim. The collective agreement states that, when a conductor is removed, a spareboard employee is entitled to be called to meet the manning provisions of the agreement. When the

conductor was removed from the train in question, an attempt was made to find a replacement, and the man first out on the spareboard was called. In this case, the company was not under an obligation to call anyone in particular. The grievor did not lose any of the work to which he would normally have been entitled, and the collective agreement did not require the company to look for employees on some other spareboard than that covering the assignment. The grievance was therefore dismissed.

Case No. 240. Dispute between Algoma Central Railway and the United Transportation Union over eight hours pay for terminal switching.

A road switcher crew at a railway junction claimed eight hours pay for terminal switching, but the claim was denied by the company. At the time in question, the company had decided to repair the entire truck of a certain locomotive. This operation required that supplies, equipment and personnel be brought to this station from another. This was done. Three tracks had to be occupied in order to make repairs to the engine. When the repairs were completed, the hoist and work cars were collected from the several shop tracks on which they were standing and returned to the shop track to which they had originally been delivered by a freight crew. It is wrong, the arbitrator said, for employees—other than a crew entitled to do so under the collective agreement—to perform the switching necessary in the marshalling of trains; but movement made on the shop tracks in connection with repair work does not come within that category. The grievance was therefore dismissed.

Case No. 241. Dispute between the CPR and the Brotherhood of Maintenance of Way Employees over the interpretation of a clause in the collective agreement.

The union contended that the clause in question applied to line sections as well as yard sections. The company contended that it applied only to yard sections. The arbitrator found that the agreement dealt only with the classification of yard sections present at the time, and although some of these could become line sections as a result of reclassification, the line sections then in existence were not subject to the agreement. The grievance was dismissed.

Case No. 242. Dispute between the Northern Alberta Railway Company and the Brotherhood of Maintenance of Way Employees over a bench carpenter's retroactive pay.

The union claimed that a carpenter was entitled to an adjustment in pay of 60 cents an hour for each hour that he was assigned to perform bench carpentry work during a six-month period, and to an additional 64 cents an hour for each hour that he was assigned to perform bench carpentry work during the seven months and 12 days that followed. The union maintained that a carpenter who has more than four years experience in his trade is entitled to the maximum bench carpenter rate when so employed. The company's position was that only time worked as a bench carpenter can be used to qualify a carpenter for the maximum bench carpenter's rate.

The essence of the matter, said the arbitrator, was whether the grievor's experience as a carpenter was required to be considered in establishing his rate as a bench carpenter. The classifications of carpenter and bench carpenter are distinct in the collective agreement, and the grievor's experience was mainly as a carpenter; he was not a fully experienced bench carpenter when he moved to that classification, and was therefore not entitled to a higher place on the schedule as a bench carpenter. The grievance was dismissed.

Case No. 243. Dispute between the CPR and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a claim for one hour's pay at the pro rata rate for a senior warehouseman who did not receive eight hours work on a particular day.

On the day in question, a foreman operated a fork-lift truck for an hour. The union contended that an article of the collective agreement was violated. The article states that, where work is required to be performed that is not part of any assignment, it may be performed by an available extra or an unassigned employee who would otherwise not have 40 hours of work that week; in all other cases, the work shall be performed by the regular employee.

The arbitrator noted that the article did not amount to a prohibition against the performance of work by persons other than members of the bargaining unit, whether by supervisors or employees of a subcontractor. He said that, if the parties had meant to include a provision forbidding the performance of "bargaining unit" work by supervisors, they would have done so in clear terms. The article in question did not have that effect. The grievance was dismissed.

Case No. 244. An ex parte dispute between the CNR and the Canadian Brotherhood of Railway, Transport

and General Workers over the application of a local agreement regarding vacation dates.

A local agreement on vacation dates lasted for several years, but one year the company decided on another system, without obtaining the agreement of the local chairman. The union protested, and insisted that vacations be allocated as in previous years. The company dismissed the grievance, saying that the collective agreement had not been violated. The company said also that the dispute was not arbitrable, but the arbitrator disagreed.

The agreement states that employees will be advised in February of dates allotted for their vacations, and unless otherwise mutually agreed, employees "must take their vacation at the time allotted." The arbitrator found that there had been a mutual agreement for several years, but that, in the year in question, there was no agreement between the company and the union. This meant that the company could rely on the words of the agreement in allotting holidays. The arbitrator therefore dismissed the grievance.

Case No. 245. An ex parte dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over the application of a local agreement allowing a general clerk-weighman to work when necessary on his assigned rest days at the applicable overtime rate of pay.

A vacant position on two rest days was filled by an employee other than the grievor. The union claimed that the company had violated the provisions of the local collective agreement, and that the grievor should be paid at the applicable overtime rate of pay. The company contended that the grievor was not entitled to be called for this work.

The collective agreement states that where work that is not part of any assignment is required to be performed, it may be performed by an available unassigned employee who would otherwise not have 40 hours of work that week; in all other cases, the job must be done by the regular employee. Work on the job in question was performed seven days a week, and there was an employee who performed it on Saturdays and Sundays as part of his regular assignment. The article of the collective agreement could not be applied in these circumstances, said the arbitrator, and the fact that the company allowed the grievor certain overtime work in his classification did not constitute a "local arrangement" of the sort referred to in another article of the agreement. The grievance was therefore dismissed.

Case No. 246. Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over the assigning of a particular job to non-organized employees.

The union claimed that the company had violated an article of the collective agreement when it removed the work of compiling payrolls for supervisory personnel from employees covered by the agreement and assigned it to non-organized employees. The union contended that the preparation of time documents for all employees was clerical work that should be performed by an employee in the bargaining unit. The company denied this claim.

The arbitrator pointed out that inclusion in or exclusion from the bargaining unit is a different question from that of assigning particular work to any person. The collective agreement describes the classes of employees that are included in the bargaining unit, but it does not contain restrictions related to the assignment of work. The grievance was therefore dismissed.

Case No. 247. Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over the number of hours that a car control clerk should have worked.

A car control clerk was required to work on Good Friday. He worked for four hours and was then released from duty. He was paid for the work performed, but the union contended that he should have been permitted to work an eight-hour shift and should have been paid accordingly. The company denied the claim. The collective agreement states that regularly assigned employees who report for duty on their regular assignments shall be paid for eight hours work at their regular rate. Employees who are permitted to leave work at their own request shall be paid at the hourly rate for actual time worked, except as may be otherwise arranged locally.

The grievor was a regularly assigned employee; and in the normal course of events, he would have been entitled to eight hours on any day on which he reported on his regular assignment. The Friday in question was a general holiday under the collective agreement, and the grievor was entitled to a holiday with pay. This would not of itself have displaced the general obligation of the company to pay for eight hours for his attendance that day.

The company, however, relied on another article of the agreement—one that states that an employee who is required to work on a general holiday shall, at the option of the company, be paid for work performed by him on the holiday with a minimum of four hours at the pro rata rate for which the equivalent hours of service may be required. The article stipulates also that employees called for a specific purpose shall not be required to perform routine work to make up such minimum time and, in addition, shall be given a holiday with pay on the first calendar day on which the employee is not entitled to wages following the holiday; pay for such holiday shall be for eight hours at the straight-time rate of the position worked on the holiday. Under the article, the grievor is entitled to a minimum of four hours work at straight time, and to a holiday with pay on another day.

The general provision of eight hours pay for employees reporting on their regular assignments does not apply in this case, the arbitrator said. The grievor was not given the paid holiday, but the arbitrator pointed out that this was not the issue before him. He said that the article cited by the company applies to the case, and he dismissed the grievance.

Case No. 248. Dispute between the CPR and the United Transportation Union over failure to agree on a reduced passenger train crew by elimination of the head-end brakeman on two passenger trains on seven assigned runs.

The Union, as required by the collective agreement, identified eight specific circumstances common to each of the seven assigned runs where, in their opinion, adequate safety could not be maintained with a reduced crew, or an undue burden would be placed on the members of the reduced crew.

In the light of survey reports, the arbitrator considered each of the circumstances referred to by the union. He found that the seating and ticketing function, a matter not related to safety, could be handled by the conductor without assistance, and that this would not constitute an undue burden on him. In the matter of train patrols and running inspections, the arbitrator found that there were a number of persons with some responsibility in this respect, and he concluded that elimination of the head-end trainman would not affect the safe operation of the train and would place only a slightly greater responsibility on the others, but not an undue burden.

The third matter related to the conduct of the intermediate terminal air brake test. Knowing that the test has been made is the responsibility of the engineman and

conductor. Survey reports indicated that the test could be conducted within a moment or two. The task of the front-end brakeman is merely to give a signal to apply the brakes, a duty that could be performed by any member of the crew (except the rear-end brakeman), and in particular by the baggageman.

The arbitrator found that elimination of the head-end trainman would not make any decisive difference in connection with the opening and closing of vestibule doors, or to the protection and assistance of entraining and detraining passengers where a train is being moved with its vestibule doors open.

The assistance of passengers entraining and detraining is among the duties of the sleeping-car and day-coach porters. Regarding assistance to the conductor in the checking and handling of passenger tickets, it was found that this matter was not related to safety and that relatively little time was devoted to it. The crew could be reduced in this case.

The sixth matter related to assistance in the control of inebriated or otherwise impaired passengers. It did not appear that there would be any effect on safety, or any significant effect on the duties of others, by the elimination of the front-end trainman's duties in this respect. As to the performance of incidental functions relating to tunnel approaches, the use of retainers on certain grades, communication with the train dispatcher, manual operation of siding switchers, and certain functions related to train equipment, the arbitrator found that these fairly simple operations took up a very small portion of the on-duty time recorded in the survey reports. Furthermore, a crew reduction would not significantly affect the observance of operating rules and special instructions. The arbitrator concluded from all the material before him that, in the conditions under which these trains were operated, and with the equipment and techniques used, the duties and responsibilities of the head-end trainman were very limited.

Only where a conductor could not carry out his own duties without assistance, because of an increase in the number of passengers and passenger cars, would another crew member be necessary to avoid placing an undue burden upon him. Such circumstances did not arise during the survey period, the arbitrator said. He therefore concluded that the front-end trainman could be eliminated without affecting the maintenance of adequate safety, and without placing an undue burden on the members of the reduced crew.

Industrial Relations and Disputes Investigation Act

The Industrial Relation and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulation's, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred

to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: Certification and Other Proceedings Before the Canada Labour Relations Board; and Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwest Ontario; officers resident in Toronto confined their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Halifax and St. John's represent the Department in the Atlantic Provinces. In addition, there are Industry Specialists, located at Vancouver, Toronto, Ottawa and Montreal, whose main function is to maintain a continuing relationship with labour and management within specified industries to prevent serious disputes from arising, and to mediate such disputes when they do occur.

The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Publications in the library

List No. 263

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed, when requesting loans.

Biographies

■ **No. 1—Hammond, John Lawrence Le Breton.** Lord Shaftesbury [by] J. L. Hammond & Barbara Hammond. 4th ed. reprinted. London, Cass, 1969. xii, 323 p.

■ **No. 2—Hulse, James W.** Revolutionists in London; a study of five unorthodox socialists. Oxford, Clarendon Press, 1970. viii, 246 p.

■ **No. 3—Selvin, David F.** The thundering voice of John L. Lewis. New York, Lothrop, Lee & Shepard Co. [1969] 224 p.

Business

■ **No. 4—National Industrial Conference Board.** Business aviation practices, by Edwin P. Harkins. New York, 1970. 122 p. Supp. [New York, 1970] 26 p.

■ **No. 5—National Industrial Conference Board.** Consultants: selection, use, and appraisal, by Henry C. Egerton and Jeremy Bacon. New York, 1970. 26 p.

■ **No. 6—National Industrial Conference Board.** 20 company-sponsored foundations; programs and policies, by John H. Watson. New York, 1970. 84 p.

Canada—Constitution

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Statistics Section

Labour Statistics

Labour Statistics			Percentage Change From	
Principal Items	Date	Amount	Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended October 17, 1970.....		8,412	+ 0.3	+ 3.3
Employed.....		7,993	+ 0.1	+ 2.1
Agriculture.....		524	- 6.1	- 4.4
Non-agriculture.....		7,469	+ 0.6	+ 2.6
Paid workers.....		6,938	+ 0.6	+ 2.7
At work 35 hours or more.....		3,847	- 40.3	+ 0.1
At work less than 35 hours.....		3,823	+216.2	+ 4.8
Employed but not at work.....		323	- 2.1	- 3.9
Unemployed.....		419	+ 5.3	+33.4
Atlantic.....		34	- 2.9	—
Québec.....		159	+ 8.2	+17.8
Ontario.....		108	- 5.3	+47.9
Prairie.....		49	+ 11.4	+53.1
British Columbia.....		69	+ 19.0	+72.5
Without work and seeking work.....		391	+ 2.6	+31.2
On temporary layoff up to 30 days.....		27	+ 58.8	+68.8
INDUSTRIAL EMPLOYMENT (1961 = 100)†.....				
Manufacturing employment (1961 = 100)†.....	September	128.6	- 1.4	- 1.3
	September	122.4	- 3.1	- 3.6
IMMIGRATION.....				
Destined to the labour force.....	1st 6 mos. 1970	70,835	—	- 0.4
	1st 6 mos. 1970	37,917	—	- 0.1
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	November	72	- 6.5	-20.0
No. of workers involved.....	November	39,678	- 10.0	-19.7
Duration in man days.....	November	724,190	- 7.2	+80.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†.....	September	128.78	+ 0.5	+ 6.9
Average hourly earnings (mfg.)†.....	September	3.06	+ 1.3	+ 8.5
Average weekly hours paid †.....	September	39.6	- 0.8	- 2.7
Average weekly wages (mfg.)†.....	September	120.93	+ 0.3	+ 5.3
Consumer price index (1961 = 100).....	October	130.3	+ 0.1	+ 2.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)†.....	August	124.4	+ 2.4	+ 2.2
Total labour income (Millions of dollars)†.....	September	4,021.2	—	+ 6.9
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100).....	October	168.6	- 0.2	+ 0.7
Manufacturing.....	October	162.3	- 0.4	- 3.1
Durables.....	October	172.1	- 2.3	- 7.2
Non-durables.....	October	154.4	+ 1.6	+ 0.9
NEW RESIDENTIAL CONSTRUCTION**				
Starts.....	October	23,161	+ 58.3	+52.0
Completions.....	October	12,131	- 8.0	-22.7
Under construction.....	October	111,373	+ 10.3	- 6.5

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A—Labour Force

Table A-1—Regional Distribution, Week Ended October 17, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
	(in thousands)					
THE LABOUR FORCE.....	8,412	668	2,335	3,137	1,399	873
Men.....	5,679	457	1,603	2,084	944	591
Women.....	2,733	211	732	1,053	455	282
14-19 years.....	820	68	224	273	172	83
20-24 years.....	1,269	135	391	422	204	117
25-44 years.....	3,607	248	1,028	1,389	552	391
45-64 years.....	2,501	201	638	970	429	262
65 years and over.....	216	16	55	83	42	20
EMPLOYED.....	7,993	634	2,176	3,029	1,350	804
Men.....	5,386	430	1,491	2,015	910	540
Women.....	2,607	204	685	1,014	440	264
Agriculture.....	524	30	93	147	235	20
Non-agriculture.....	7,469	604	2,083	2,882	1,115	783
Paid Workers.....	6,938	554	1,919	2,714	1,036	715
Men.....	4,556	369	1,301	1,764	650	471
Women.....	2,382	184	618	950	385	243
UNEMPLOYED.....	419	34	159	108	49	69
Men.....	293	27	112	69	34	51
Women.....	126	*	47	39	15	18
PERSONS NOT IN LABOUR FORCE.....	6,176	721	1,976	2,310	1,031	678
Men.....	1,817	231	523	604	279	180
Women.....	4,899	490	1,453	1,706	752	498

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended October 17, 1970

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	15,128	2,506	4,273	1,218	4,387	1,162	1,582
LABOUR FORCE	8,412	820	4,081	974	1,535	786	216
Employed	7,993	724	3,941	881	1,492	748	208
Unemployed	419	96	141	94	43	38	**
NOT IN LABOUR FORCE	6,716	1,686	192	244	2,852	376	1,367
PARTICIPATION RATE†							
1970 October 17	55.6	32.7	95.5	80.0	35.0	67.6	13.7
September 19	55.5	31.5	95.7	80.0	35.0	68.0	13.7
UNEMPLOYMENT RATE‡							
1970 October 17	5.0	11.7	3.5	9.7	2.8	4.8	**
September 19	4.7	12.4	3.2	9.3	2.5	4.2	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

† The labour force as a percentage of the population of 14 years of age and over.

‡ The unemployed as a percentage of the labour force.

** Less than 10,000 unemployed.

Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended October 17, 1970

	Oct. 1970	Sept. 1970	Oct. 1969
(in thousands)			
TOTAL UNEMPLOYED	419	398	314
On temporary layoff up to 30 days	27	17	16
Without work and seeking work	391	381	298
Seeking:			
Full-time work	363	358	275
Part-time work	29	23	23
Under 1 month	109	112	98
1-3 months	137	130	112
4-6 months	74	61	42
More than 6 months	72	78	46

Source: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry††

Year and Month	Monthly Totals								Totals††
	Mining	Manu- facturing	Transportation Communi- cation and Public Utilities**	Forestry	Con- struction	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
(millions of dollars)									
1965—Total.....	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—September.....	75.1	968.3	399.2	49.3	303.0	470.3	1,261.3	191.7	3,761.2
October.....	76.8	964.2	393.0	47.2	296.2	478.5	1,259.9	188.2	3,738.2
November.....	80.9	971.2	392.4	44.8	286.3	492.0	1,289.5	179.0	3,763.6
December.....	86.8	963.8	384.3	37.6	242.8	495.1	1,293.5	176.1	3,703.7
1970—January.....	88.3	961.8	380.6	37.2	242.4	477.3	1,307.0	173.8	3,688.5
February.....	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	3,729.5
March.....	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758.9
April.....	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790.0
May.....	92.3	988.0	406.5	32.5	254.4	494.4	1,352.2	211.2	3,865.4
June.....	94.7	1,013.9	415.5	38.2	296.3	507.2	1,381.2	207.9	3,994.8
July*.....	95.6	990.2	420.6	42.9	306.9	501.3	1,381.1	209.1	3,995.2
August †.....	95.8	1,009.8	421.4	44.4	316.0	497.3	1,376.2	207.6	4,021.4
September ‡.....	94.4	1,004.2	422.0	43.7	324.7	504.4	1,379.5	203.2	4,021.2
Seasonally Adjusted									
1965—Total.....	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—September.....	75.6	948.9	388.5	40.5	263.1	470.1	1,260.0	189.0	3,667.5
October.....	77.3	952.4	387.9	40.5	265.4	475.9	1,255.8	190.4	3,677.4
November.....	81.1	964.7	388.5	39.5	273.8	483.5	1,281.8	192.7	3,738.2
December.....	88.1	982.2	386.9	41.7	280.5	486.1	1,292.0	195.7	3,785.5
1970—January.....	89.0	981.4	393.3	42.2	289.0	488.3	1,319.0	199.1	3,833.6
February.....	89.5	982.7	400.1	44.1	292.7	491.5	1,324.6	200.0	3,857.8
March.....	91.1	982.2	401.9	44.9	287.7	494.8	1,325.4	200.9	3,861.5
April.....	91.7	983.5	400.0	45.2	273.9	494.7	1,341.1	199.9	3,862.7
May.....	92.7	983.1	406.1	35.3	253.0	493.7	1,345.8	200.1	3,842.7
June.....	93.0	1,000.2	405.8	34.7	271.6	496.3	1,363.0	201.9	3,889.3
July*.....	94.1	992.3	407.6	36.1	273.1	494.0	1,378.8	202.0	3,910.7
August †.....	94.8	1,001.4	405.5	37.0	273.7	497.8	1,377.5	202.6	3,924.9
September ‡.....	95.1	984.1	410.7	35.8	282.2	504.2	1,380.7	202.8	3,929.0

* Revised. † Preliminary. ‡ Advance.

** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based on the 1960 standard industrial classification.

Note: Monthly figures may not add to annual totals because of rounding.

Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at August 1970 employers in the principal non-agricultural industries reported a total employment of 3,867,353. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
AVERAGE						
1965.....	114.3	116.3	91.01	117.2	116.2	94.78
1966.....	120.7	123.1	96.34	123.5	122.8	100.16
1967.....	122.6	131.4	102.83	123.1	130.6	106.54
1968.....	122.7	140.4	109.88	122.1	140.3	114.42
1969.....	126.9	150.3	117.63	125.2	150.7	122.93
1969—August.....	131.1	152.2	119.07	127.9	150.3	122.55
September.....	130.3	154.0	120.49	127.0	154.0	125.62
October.....	130.0	154.3	120.71	126.7	154.4	125.93
November.....	130.1	155.2	121.42	126.4	156.0	127.18
December.....	126.5	149.4	116.89	123.3	150.2	122.47
1970—January.....	124.4	157.3	123.08	122.5	158.5	129.28
February.....	124.3	158.7	124.14	122.6	159.6	130.17
March.....	124.2	158.2	123.79	122.6	159.5	130.08
April.....	124.5	160.4	125.53	122.3	161.2	131.43
May.....	126.7	161.0	126.07	122.8	162.3	132.39
June.....	129.6	162.5	127.17	125.5	163.3	133.42
July*.....	128.6	162.3	127.02	122.1	161.7	131.83
August†.....	130.4	163.8	128.17	126.3	163.3	133.17

* Revised. † Preliminary.

‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service)
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	August 1970	July 1970	August 1969	August 1970	July 1970	August 1969
	(1961 = 100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	125.0	124.8	128.6	105.76	107.05	98.38
Newfoundland.....	133.6	132.0	133.1	118.33	117.56	105.53
Prince Edward Island.....	151.0	147.6	154.6	84.59	85.33	79.14
Nova Scotia.....	116.3	118.5	123.1	103.54	105.64	97.41
New Brunswick.....	127.5	125.6	130.1	101.90	103.80	96.80
Québec.....	122.7	120.4	125.1	123.32	122.17	116.60
Ontario.....	134.3	131.8	132.0	133.54	132.22	122.44
Prairie Region.....	130.1	130.1	132.1	123.95	122.84	114.97
Manitoba.....	120.4	119.9	123.0	118.58	117.87	110.12
Saskatchewan.....	118.1	118.5	123.7	115.75	114.63	109.88
Alberta.....	143.1	143.6	143.2	130.53	129.12	120.30
British Columbia.....	141.5	140.0	146.4	138.39	136.39	130.64
CANADA.....	130.4	128.6	131.1	128.17	127.02	119.07
URBAN AREAS						
St. John's.....	141.6	139.0	144.2	101.61	101.79	92.39
Halifax.....	118.8	121.4	121.7	106.96	106.61	99.97
Sydney.....	93.4	92.1	92.7	115.21	115.50	104.81
Moncton.....	142.4	139.4	134.5	99.96	100.47	94.65
Saint John.....	114.5	115.5	114.6	103.49	107.57	102.69
Chicoutimi.....	117.8	117.3	118.0	142.18	151.64	134.97
Montreal.....	122.6	120.2	125.7	127.65	126.03	117.80
Québec.....	126.1	123.2	121.9	110.48	109.20	103.68
Shawinigan.....	98.6	98.1	97.4	125.13	123.85	120.18
Sherbrooke.....	110.8	111.4	120.3	108.28	108.84	99.66
Trois-Rivières.....	114.2	112.3	117.7	115.52	115.16	107.86
Ottawa-Hull.....	143.1	142.5	142.5	120.96	120.48	112.97
Belleville.....	130.6	127.3	127.8	111.60	111.99	103.57
Brampton.....	294.0	292.1	287.5	129.84	128.80	121.02
Brantford.....	134.3	133.9	146.3	115.81	116.71	108.74
Thunder Bay.....	128.1	126.7	128.3	127.66	126.67	118.19
Guelph.....	143.1	141.5	144.4	122.57	119.61	111.65
Hamilton.....	126.0	124.7	108.9	137.55	136.36	122.34
Kingston.....	128.8	128.6	131.9	122.15	118.77	115.90
Kitchener.....	153.1	148.9	158.7	118.72	117.23	109.82
London.....	126.8	126.3	126.6	124.96	122.85	114.77
Niagara Falls.....	130.4	126.1	128.7	114.48	115.37	109.80
Oshawa.....	136.2	102.6	144.2	150.47	152.26	139.58
Peterborough.....	139.5	139.2	142.5	131.71	130.65	121.72
Sarnia.....	135.1	135.2	147.7	166.28	163.96	157.42
Sault Ste. Marie.....	129.4	128.7	104.5	150.91	146.69	107.69
Sudbury.....	135.7	134.5	64.1	158.31	154.75	131.17
St. Catharines.....	143.5	140.4	145.3	146.28	146.25	133.06
Timmins.....	75.2	76.8	74.4	117.26	115.21	106.91
Toronto.....	135.5	133.6	136.1	135.52	134.46	124.35
Welland.....	117.0	119.1	99.5	153.47	147.50	144.14
Windsor.....	154.8	145.6	158.6	157.78	153.29	141.52
Winnipeg.....	122.7	122.2	124.3	111.36	110.73	102.61
Regina.....	122.7	121.1	127.6	112.17	112.11	106.51
Saskatoon.....	137.7	137.4	146.8	109.84	109.67	103.27
Calgary.....	149.3	150.8	154.1	129.94	128.40	120.01
Edmonton.....	150.3	150.9	150.2	125.26	124.30	114.74
Vancouver.....	142.6	140.5	147.2	134.10	132.81	125.49
Victoria.....	130.1	130.3	138.0	115.86	115.95	112.62

* Latest figures subject to revision.

Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

			For- estry	Mines, Quar- ries and Oil Wells	Manufacturing		Con- struc- tion	Trans- porta- tion, Commu- nication and Other Utilities	Trade	Fi- nance, Insur- ance and Real Estate	Community, Business and Personal Services		Public Admin- istra- tion and De- fence††	Total Speci- fied Indus- tries
					Non- du- rables	Du- rables					Non- com- mercial Sector‡	Com- mercial Sector**		
(in thousands)														
Canada														
August	1970*	—	129.4	859.6	801.5	365.6	—	1,090.6	311.6	1,121.4	708.1	445.7	6,547.7	
July	1970*	63.1	129.3	858.0	793.9	352.1	661.2	1,085.3	306.9	1,133.2	696.4	454.1	6,532.9	
August	1969†	81.6	117.5	911.4	821.3	438.9	691.3	1,074.7	303.4	1,080.3	743.6	443.7	6,716.7	
NEWFOUNDLAND														
July	1970*	2.8	6.0	12.8	2.0	9.2	15.0	18.8	2.3	21.2	9.4	9.5	109.0	
June	1970*	2.7	6.0	13.1	2.1	8.3	15.1	18.8	2.4	22.5	9.5	9.0	109.6	
July	1969†	3.1	4.2	12.7	2.0	9.6	14.0	18.4	2.2	22.0	9.8	10.3	108.3	
PRINCE EDWARD ISLAND														
July	1970*	0.1	—	2.7	0.4	1.9	3.3	4.5	0.6	5.5	2.4	3.0	24.4	
June	1970*	0.1	—	2.7	0.4	1.8	3.2	4.4	0.6	6.2	2.4	2.8	24.6	
July	1969†	0.1	—	2.4	0.3	1.9	2.5	4.4	0.6	6.2	2.3	2.3	23.0	
NOVA SCOTIA														
July	1970*	3.3	5.6	19.1	14.9	17.0	21.7	36.2	7.5	45.7	19.0	23.5	213.6	
June	1970*	3.2	5.4	19.4	14.9	16.7	20.3	36.4	7.4	46.2	19.5	22.2	211.8	
July	1969†	2.6	5.8	19.8	15.0	16.1	22.9	32.1	7.1	39.5	17.4	21.7	200.1	
NEW BRUNSWICK														
July	1970*	7.3	2.8	20.1	10.4	11.8	22.5	27.0	4.7	32.0	13.3	13.6	165.3	
June	1970*	7.1	2.5	20.8	10.3	10.8	23.3	27.6	4.7	32.0	13.5	13.4	166.1	
July	1969†	8.0	2.5	20.5	14.4	10.9	20.9	25.3	4.6	30.3	11.6	13.0	162.0	
QUÉBEC														
July	1970*	26.4	27.3	325.3	192.7	84.2	181.4	270.4	86.9	283.5	191.5	112.4	1,782.0	
June	1970*	25.3	26.7	333.4	199.6	85.4	180.5	274.2	86.1	334.4	189.8	112.2	1,847.6	
July	1969†	27.2	25.3	325.6	199.7	92.9	187.5	255.3	84.3	311.0	185.0	95.1	1,788.9	
ONTARIO														
July	1970*	11.2	37.9	375.0	432.2	165.2	224.5	435.7	133.6	421.7	300.8	189.1	2,726.9	
June	1970*	11.2	37.8	376.7	453.7	164.2	224.3	441.9	133.1	441.0	303.3	185.3	2,772.4	
July	1969†	10.7	29.2	376.2	444.6	165.0	214.1	415.7	142.0	407.2	301.7	177.2	2,683.7	
MANITOBA														
July	1970*	1.3	8.3	28.0	21.2	20.2	47.9	56.7	13.7	51.1	34.6	22.4	305.3	
June	1970*	1.2	8.1	29.0	21.7	17.8	46.0	57.3	13.9	53.8	34.4	21.8	305.0	
July	1969†	1.3	7.7	28.1	22.0	19.2	46.3	54.7	12.9	51.4	35.9	21.2	300.7	
SASKATCHEWAN														
July	1970*	1.1	6.0	10.7	5.5	12.1	25.9	37.6	8.0	49.5	20.0	21.1	197.4	
June	1970*	0.8	6.0	10.5	5.6	10.6	26.0	37.4	7.9	49.7	20.3	21.0	195.9	
July	1969†	0.4	5.2	10.6	5.7	14.5	27.9	39.7	8.5	47.3	21.9	21.4	203.1	
ALBERTA														
July	1970*	2.3	24.8	28.5	26.9	42.4	54.8	87.5	20.1	97.5	63.5	37.6	486.0	
June	1970*	1.9	24.1	28.7	26.2	42.0	53.2	87.9	19.8	99.7	62.4	36.7	482.7	
July	1969†	2.2	23.3	28.2	27.5	46.7	56.8	85.1	19.0	91.7	63.4	34.4	478.4	
BRITISH COLUMBIA														
July	1970*	20.9	13.1	56.3	75.3	34.4	85.8	115.4	32.7	87.0	89.9	42.9	654.2	
June	1970*	18.3	12.6	55.0	77.2	31.4	84.9	116.4	32.4	104.8	89.7	42.3	665.0	
July	1969†	24.8	10.7	56.6	78.6	44.5	78.5	114.7	31.8	100.5	86.9	41.0	668.7	

* Preliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organizations and private households.

** Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services. †† Excludes non-civilian employees.

Basis: 1960 Standard Industrial Classification.

Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	August 1970	July 1970	August 1969	August 1970	July 1970	August 1969
(1961 = 100)						
MINING, INCLUDING MILLING.....	120.0	121.2	103.5	162.52	160.74	147.97
Metals.....	110.2	111.4	87.0	163.55	160.48	146.07
Mineral fuels.....	110.8	113.1	101.2	178.20	175.93	160.64
Non-metals except fuels.....	146.6	148.2	138.6	138.86	139.09	135.20
Quarries and sand pits.....	116.0	115.7	120.1	143.58	135.15	136.48
Services incidental to mining.....	174.0	173.5	168.2	166.13	170.25	154.40
MANUFACTURING.....	126.3	122.1	127.9	133.17	131.83	122.55
Durable goods.....	135.6	129.8	136.4	144.44	141.94	131.99
Non-durable goods.....	118.8	115.9	121.0	122.74	122.66	113.85
Food and beverages.....	122.7	117.3	121.9	115.66	117.86	105.73
Foods.....	123.3	117.4	122.5	111.23	113.49	101.33
Beverages.....	118.7	116.8	118.1	144.70	145.56	134.39
Tobacco processing and products.....	90.1	80.5	87.2	146.26	143.49	135.40
Rubber products.....	113.4	110.9	129.0	135.54	136.43	124.99
Leather products.....	92.6	92.0	101.5	88.56	86.53	81.88
Textile products.....	114.8	112.5	120.2	111.57	109.12	103.24
Knitting mills.....	111.0	105.9	119.4	85.45	82.88	78.74
Clothing.....	110.6	104.5	112.3	82.35	77.98	78.09
Wood products.....	111.6	109.1	116.6	117.01	115.81	111.49
Furniture and fixtures.....	129.5	122.7	137.8	110.03	108.67	103.22
Paper and allied industries.....	119.8	120.6	125.8	151.16	150.90	143.11
Printing, publishing and allied industries.....	117.1	116.3	116.0	138.49	138.82	129.49
Primary metal industries.....	132.2	131.1	106.7	161.05	157.54	144.45
Metal fabricating industries.....	136.7	132.0	136.2	142.94	139.56	129.81
Machinery, except electrical.....	146.6	146.9	152.4	153.02	152.32	137.55
Transportation equipment.....	150.4	128.5	158.5	158.68	157.71	147.75
Electrical products.....	144.6	142.7	153.6	135.86	132.46	123.96
Non-metallic mineral products.....	118.0	117.4	125.4	143.38	142.12	133.86
Petroleum and coal products.....	109.8	111.2	105.4	193.08	191.63	179.74
Chemicals and chemical products.....	121.0	121.6	122.1	151.46	150.19	139.23
Miscellaneous manufacturing industries.....	154.7	149.9	153.3	113.68	111.64	105.00
CONSTRUCTION.....	126.5	122.6	136.3	174.13	167.61	156.99
Building.....	132.6	127.8	144.7	172.17	166.67	153.34
Engineering.....	116.2	113.7	121.8	177.96	169.42	164.11
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	115.9	115.4	117.2	142.64	142.99	135.65
Transportation.....	110.9	110.1	113.6	141.69	142.33	133.09
Storage.....	113.2	115.1	111.2	136.82	128.01	117.67
Communication.....	125.1	125.3	124.1	133.31	134.65	129.15
TRADE.....	136.1	137.0	134.9	102.38	102.55	94.63
Wholesale trade.....	133.2	133.0	130.6	127.18	127.12	118.00
Retail trade.....	137.8	139.2	137.3	89.23	89.67	82.41
FINANCE, INSURANCE AND REAL ESTATE.....	144.3	145.2	140.4	121.37	121.29	114.24
Financial institutions.....	149.2	148.9	145.6	118.31	118.16	111.55
Insurance and real estate.....	137.7	138.8	133.4	125.83	125.83	118.18
SERVICE.....	185.3	184.8	184.3	91.06	91.43	84.89
Recreational services.....	186.5	187.5	189.0	84.85	86.64	85.61
Business services.....	194.2	195.4	195.4	143.89	143.66	129.93
Personal services.....	169.2	167.7	166.3	67.84	67.82	63.25
Miscellaneous services.....	226.0	225.5	227.0	92.00	92.29	85.68
INDUSTRIAL COMPOSITE.....	130.4	128.6	131.1	128.17	127.02	119.07

* Latest figures subject to revision.

Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	August	July	August	August	July	August	August	July	August
	1970	1970	1969	1970	1970	1969	1970	1970	1969
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING.....	40.6	40.6	41.2	3.67	3.65	3.24	149.21	148.12	133.49
Metals.....	40.1	39.6	40.0	3.79	3.78	3.31	151.97	149.74	132.47
Mineral fuels.....	42.9	43.0	42.2	3.56	3.52	2.97	152.62	151.40	125.37
Non-metals, except fuels.....	39.2	40.6	41.2	3.30	3.23	3.09	129.55	130.86	127.21
Quarries and sand pits.....	47.3	44.9	48.6	2.94	2.91	2.79	139.24	130.74	135.72
Services incidental to mining.....	40.0	41.7	42.1	4.04	3.99	3.60	161.73	166.43	151.42
MANUFACTURING.....	39.9	39.3	40.1	3.02	3.00	2.78	120.62	118.06	111.37
Durable goods.....	40.3	39.6	40.6	3.30	3.25	3.00	133.05	128.88	121.85
Non-durable goods.....	39.5	39.0	39.7	2.75	2.77	2.56	108.74	107.97	101.51
Food and beverages.....	39.6	40.0	39.3	2.62	2.66	2.40	103.92	106.15	94.37
Foods.....	39.5	39.9	39.2	2.53	2.57	2.31	99.96	102.35	90.60
Beverages.....	40.8	40.9	40.9	3.35	3.34	3.10	136.53	136.32	126.82
Tobacco processing and products.....	37.3	35.9	36.8	3.63	3.59	3.37	135.43	129.03	124.14
Rubber products.....	40.6	40.1	40.6	3.09	3.13	2.86	125.55	125.79	116.24
Leather products.....	39.0	38.2	39.2	2.04	2.03	1.90	79.55	77.64	74.64
Textile products.....	40.3	39.3	41.0	2.41	2.39	2.24	97.18	93.77	91.55
Miscellaneous textiles.....	40.5	40.0	40.0	2.74	2.65	2.43	111.04	105.95	97.19
Knitting mills.....	41.2	40.1	41.0	1.83	1.82	1.71	75.42	72.99	70.02
Clothing.....	36.8	35.0	37.7	2.02	1.97	1.90	74.30	69.00	71.57
Wood products.....	38.5	38.0	39.6	2.84	2.83	2.68	109.22	107.64	105.94
Furniture and fixtures.....	41.4	40.3	42.7	2.42	2.42	2.24	100.05	97.47	95.61
Paper and allied industries.....	40.8	40.5	40.7	3.45	3.46	3.32	140.64	140.43	134.82
Pulp and Paper mills.....	40.8	40.8	40.9	3.71	3.71	3.61	151.72	151.51	147.90
Printing, publishing and allied industries....	37.3	37.0	38.3	3.65	3.61	3.36	135.91	133.72	128.88
Primary metal industries.....	40.6	40.4	39.1	3.72	3.63	3.36	151.07	146.60	131.29
Iron and steel mills.....	39.7	39.5	36.4	3.99	3.82	3.57	158.31	151.06	129.74
Metal fabricating industries.....	40.9	39.8	40.7	3.31	3.26	3.01	135.29	129.97	122.38
Machinery, except electrical.....	40.5	40.2	40.7	3.43	3.40	3.16	138.92	136.81	128.40
Transportation equipment.....	40.5	40.0	41.3	3.67	3.60	3.34	148.52	144.15	137.96
Aircraft and parts.....	39.0	38.6	40.8	3.53	3.52	3.38	137.64	135.57	137.73
Motor vehicles.....	41.0	40.0	41.4	3.87	3.79	3.46	158.97	151.62	143.08
Assembling.....	40.9	41.9	42.1	4.28	4.30	3.72	175.05	180.29	156.97
Parts and accessories.....	41.6	39.1	40.8	3.66	3.73	3.29	152.21	145.96	134.29
Shipbuilding and repairing.....	38.0	40.2	41.3	3.56	3.73	3.29	135.61	149.82	135.61
Electrical products.....	39.0	37.9	39.8	2.95	2.94	2.70	115.16	111.30	107.51
Communications equipment.....	38.7	37.3	39.7	2.82	2.84	2.62	109.10	105.64	103.82
Non-metallic mineral products.....	42.2	41.9	42.8	3.22	3.20	3.00	136.06	134.01	128.34
Petroleum and coal products.....	41.8	42.2	42.8	4.23	4.22	3.75	176.75	178.39	160.48
Chemical and chemical products.....	40.9	40.8	40.3	3.29	3.23	2.99	134.38	131.69	120.42
Miscellaneous manufacturing industries....	40.3	38.7	40.1	2.40	2.42	2.23	96.80	93.45	89.56
CONSTRUCTION.....	41.6	40.5	42.0	4.17	4.11	3.70	173.81	166.10	155.49
Building.....	39.3	38.3	39.4	4.36	4.30	3.85	171.68	164.93	151.64
General contractors.....	39.9	38.3	39.9	4.13	4.06	3.76	164.70	155.24	149.79
Special trade contractors.....	39.0	38.4	39.0	4.54	4.48	3.92	176.82	171.98	153.13
Engineering.....	46.2	44.5	47.3	3.85	3.78	3.46	177.97	168.34	163.41
Highways, bridges and streets.....	47.6	46.2	49.2	3.27	3.18	3.00	155.81	147.09	147.78
Other engineering.....	44.5	42.6	45.2	4.55	4.51	3.98	202.74	192.25	179.96
OTHER INDUSTRIES									
Urban transit.....	41.8	42.0	42.5	3.77	3.73	3.51	157.66	156.74	149.37
Highway and bridge maintenance.....	37.6	37.1	39.1	2.62	2.68	2.48	98.61	99.34	96.84
Laundries, cleaners and pressers.....	37.2	37.1	38.0	1.73	1.73	1.63	64.50	64.34	61.79
Hotels, restaurants and taverns.....	33.5	33.5	33.5	1.74	1.73	1.61	58.34	57.91	53.84

Latest figures subject to revision.

Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollar
		\$	\$		
Average					
1965.....	41.0	2.12	86.94	116.8	108.8
1966.....	40.8	2.25	91.65	123.1	110.3
1967.....	40.3	2.40	96.84	130.1	112.8
1968.....	40.3	2.58	104.00	139.7	116.2
1969.....	40.0	2.79	111.72	150.1	119.6
Last Pay Period in					
1969—August.....	40.1	2.78	111.37	149.6	118.2
September.....	40.7	2.82	114.89	154.3	121.7
October.....	40.4	2.84	114.87	154.3	121.1
November.....	40.4	2.88	116.18	156.1	122.0
December.....	37.2	2.92	108.68	146.0	113.9
1970—January.....	39.8	2.92	116.30	156.2	121.4
February.....	40.0	2.93	117.36	157.6	122.3
March.....	39.5	2.96	117.14	157.3	121.3
April.....	39.8	2.99	118.84	159.6	123.3
May.....	40.0	2.99	119.69	160.8	123.8
June.....	40.1	3.01	120.65	162.1	124.7
July*.....	39.3	3.00	118.06	158.6	121.3
August†.....	39.9	3.02	120.62	162.0	124.7

* Revised. † Preliminary.

Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	August 1970	July 1970	August 1969	August 1970	July 1970	August 1970
				\$	\$	\$
Newfoundland.....	38.6	40.8	42.7	2.46	2.34	2.11
Nova Scotia.....	39.3	39.8	40.3	2.44	2.45	2.11
New Brunswick.....	38.9	41.1	40.3	2.35	2.46	2.21
Québec.....	40.8	39.8	41.2	2.68	2.68	2.51
Ontario.....	40.1	39.4	39.8	3.22	3.19	2.91
Manitoba.....	39.3	39.0	39.8	2.75	2.76	2.41
Saskatchewan.....	39.5	39.2	40.0	3.18	3.16	2.91
Alberta.....	39.0	38.9	40.2	3.21	3.19	2.91
British Columbia.....	36.1	36.3	37.0	3.65	3.64	3.41

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision. Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 149.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1970—August.....	5,667,000	5,258,300	408,700
July.....	5,617,000	5,177,600	439,400
June.....	5,672,000	5,230,100	441,900
May.....	5,607,000	5,101,600	505,400
April.....	5,719,000	5,028,300	690,700
March.....	5,718,000	5,012,900	705,100
February.....	5,707,000	5,012,600	694,400
January.....	5,676,000	5,016,500	659,500
1969—December....	5,638,000	5,101,300	536,700
November....	5,596,000	5,246,800	349,200
October.....	5,518,000	5,238,000	280,000
September....	5,518,000	5,258,400	259,600
August.....	5,514,000	5,246,300	267,700

Table E-4—Benefit Payments, by Province, September 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland.....	22,214	733,062
Prince Edward Island.....	3,477	103,354
Nova Scotia.....	39,335	1,266,160
New Brunswick.....	30,100	935,867
Québec.....	334,399	11,071,393
Ontario.....	397,856	13,710,267
Manitoba.....	40,301	1,315,663
Saskatchewan.....	27,099	884,621
Alberta.....	61,480	2,131,356
British Columbia.....	149,954	5,585,327
Total, Canada, September 1970.....	1,106,215	37,737,070
Total, Canada, August 1970.....	1,193,877	41,377,428
Total, Canada, September 1969.....	745,235	24,008,143

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	September 1970			September 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada.....	120,972	84,422	36,550	90,350	64,314	26,036
Newfoundland.....	2,312	1,700	612	2,455	1,648	807
Prince Edward Island.....	281	213	68	272	206	66
Nova Scotia.....	3,544	2,408	1,136	2,830	2,051	779
New Brunswick.....	3,296	2,358	938	2,709	1,972	737
Québec.....	38,095	27,383	10,712	31,304	21,719	9,585
Ontario.....	42,324	29,671	12,653	31,833	23,154	8,679
Manitoba.....	4,049	3,027	1,022	2,306	1,713	593
Saskatchewan.....	2,638	1,867	771	2,046	1,507	539
Alberta.....	7,086	4,969	2,117	3,361	2,521	840
British Columbia.....	17,347	10,826	6,521	11,234	7,823	3,411

* In addition, revised claims received numbered 42,770.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at September 30, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants Sept. 30, 1969
		1-4	5-13	14-26	27 or more*	
Canada	391,128	126,303	101,394	83,716	79,715	259,558
Male.....	233,745	83,820	60,337	46,763	42,825	150,410
Female.....	157,383	42,483	41,057	36,953	36,890	109,148
NEWFOUNDLAND	7,617	2,409	2,403	1,730	1,075	7,588
Male.....	5,511	1,819	1,708	1,267	717	5,691
Female.....	2,106	590	695	463	358	1,897
PRINCE EDWARD ISLAND	1,053	185	268	300	300	770
Male.....	647	116	162	207	162	433
Female.....	406	69	106	93	138	337
NOVA SCOTIA	11,409	2,477	2,473	2,279	4,180	9,892
Male.....	7,681	1,843	1,690	1,459	2,689	7,007
Female.....	3,728	634	783	820	1,491	2,885
NEW BRUNSWICK	10,155	2,025	1,857	2,372	3,901	7,938
Male.....	6,576	1,381	1,249	1,513	2,433	4,762
Female.....	3,579	644	608	859	1,468	3,176
QUÉBEC	131,823	44,894	36,910	28,790	21,229	94,048
Male.....	83,315	30,827	23,328	16,663	12,497	57,715
Female.....	48,508	14,067	13,582	12,127	8,732	36,333
ONTARIO	138,695	44,134	38,100	28,964	27,497	91,366
Male.....	73,398	27,157	19,817	13,946	12,478	49,652
Female.....	65,297	16,977	18,283	15,018	15,019	41,714
MANITOBA	13,596	4,457	2,719	2,412	4,008	7,311
Male.....	7,682	2,920	1,536	1,229	1,997	3,536
Female.....	5,914	1,537	1,183	1,183	2,011	3,775
SASKATCHEWAN	8,994	2,800	1,852	1,460	2,882	6,200
Male.....	5,305	1,804	1,114	796	1,591	3,203
Female.....	3,689	996	738	664	1,291	2,997
ALBERTA	17,720	6,027	3,049	3,756	4,888	8,642
Male.....	10,653	4,048	1,918	2,131	2,556	4,252
Female.....	7,067	1,979	1,131	1,625	2,332	4,390
BRITISH COLUMBIA	50,066	16,895	11,763	11,653	9,755	25,812
Male.....	32,977	11,905	7,815	7,552	5,705	14,159
Female.....	17,089	4,990	3,948	4,101	4,050	11,653

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

Technical notes To "E" tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies either in person or by mail to the nearest local office of the Commission. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated, and this will be available for compensation of spells of proved unemployment during a period of one year,* unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided that there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment.

Claimants are required to report every two weeks by mail to the local office. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken the document on which the record of activity is maintained (the unemployment register) is placed in the active file, and it becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents the number of weeks of

proved unemployment since the most recent separation from employment. When a new unemployment register is prepared, because the previous claim has terminated and a new entitlement has been computed, the number of weeks is calculated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 10-per-cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in Employment and Average Weekly Wages and Salaries (Employment Section, Labour Division, DBS) (DBS Cat. No. 72-002). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

*Under the Training Allowances Act—1966 the benefit period of an insured person may be extended if he (or she) is in receipt of a training allowance. The benefit period is extended by the amount of time the person is undergoing training, but in no event can the benefit period extend beyond 156 weeks.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)								
1965—Year.....	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.6
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.4
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year.....	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.4
1969—October.....	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November.....	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.4
December.....	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.4
1970—January.....	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.4
February.....	128.7	131.3	128.3	125.1	123.5	137.7	129.0	126.4
March.....	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.4
April.....	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.4
May.....	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.4
June.....	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.4
July.....	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.4
August.....	130.5	131.9	131.5	126.2	125.3	140.2	132.5	126.4
September.....	130.2	130.0	131.8	127.0	125.3	140.1	133.0	126.4
October.....	130.3	128.5	132.8	128.2	125.2	141.2	133.1	126.4
(1949 = 100)								
October.....	168.3*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—October, 1970

	All-Items						Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Oct. 70	Sept. 70	Oct. 69	Food	Housing	Clothing				
(1961 = 100)										
St. John's, Nfld.....	121.2	121.3	119.9	118.1	116.3	130.4	116.3	135.6	116.8	143.3
Halifax.....	124.3	124.1	121.1	127.3	118.9	125.3	119.0	144.0	130.9	127.4
Saint John.....	123.4	123.8	121.1	128.0	115.7	128.7	120.9	136.2	130.9	126.4
Montreal.....	123.6	124.3	122.0	121.9	117.3	125.8	125.7	133.2	140.3	128.4
Ottawa.....	127.5	127.7	124.7	127.7	121.3	131.4	125.7	142.6	136.8	132.4
Toronto.....	127.1	127.3	125.3	125.8	121.7	130.9	131.5	142.0	127.8	130.4
Winnipeg.....	127.1	127.6	124.2	129.3	116.2	135.0	128.9	148.6	135.8	128.4
Saskatoon-Regina.....	122.1	122.8	120.5	128.3	114.3	128.5	117.0	128.5	129.7	122.4
Edmonton-Calgary.....	125.7	126.1	122.5	129.1	119.2	127.9	121.5	145.0	135.0	124.4
Vancouver.....	123.3	123.5	119.2	126.6	118.3	128.5	122.8	135.4	124.8	113.4

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices between cities.

3—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1965.....	478	501	171,870	2,349,870	0.17
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
1968.....	559	582	223,562	5,082,730	0.32
1969.....	566	595	306,799	8,057,060	0.48
*1969—November.....	33	90	49,404	402,010	0.30
December.....	19	67	11,719	138,290	0.10
*1970—January.....	17	57	8,428	102,840	0.08
February.....	34	70	13,551	120,990	0.09
March.....	31	68	16,619	166,060	0.12
April.....	52	97	50,469	633,900	0.44
May.....	54	101	88,938	1,263,830	0.93
June.....	23	94	72,736	1,112,920	0.73
July.....	52	119	98,037	1,153,680	0.75
August.....	38	111	70,835	675,320	0.46
September.....	26	73	45,437	637,850	0.45
October.....	21	77	44,111	780,070	0.54
November.....	29	72	39,678	724,190	0.51

* Preliminary.

Table G-2—Strikes and Lockouts, by Industry, November 1970, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	—	—	—	—
Mines.....	1	1	300	3,900
Manufacturing.....	14	40	35,727	690,650
Construction.....	5	8	595	5,420
Transportation and utilities.....	4	6	1,184	12,990
Trade.....	3	8	445	5,700
Finance.....	—	—	—	—
Service.....	2	8	1,394	5,070
Public administration.....	—	1	33	460
All Industries.....	29	72	39,678	724,190

Table G-3—Strikes and Lockouts, by Jurisdiction, November 1970, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—	—
Prince Edward Island.....	—	—	—	—
Nova Scotia.....	1	1	64	1,340
New Brunswick.....	2	4	1,193	4,250
Québec.....	5	15	3,925	67,960
Ontario.....	18	32	31,325	615,480
Manitoba.....	—	1	750	15,750
Saskatchewan.....	—	1	98	490
Alberta.....	—	2	1,140	1,940
British Columbia.....	3	15	1,156	16,680
Federal.....	—	1	27	300
All Jurisdictions.....	29	72	39,678	724,190

Table G-4—Strikes and Lockouts Involving 100 or More Workers, November 1970, (Preliminary)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				Nov.	Accu- mulated	Termination Date	
Location							Result
Mines							
NON-METAL							
Cassiar Asbestos Corp. Ltd., Cassiar, B.C.	Steelworkers Loc. 6536 (AFL-CIO/CLC)	300	3,900	3,900	Nov. 5 Nov. 24	Wages—Return of workers, settlement terms not reported.	
Manufacturing							
LEATHER							
Robson-Lang Leathers, Oshawa, Ont.	Food Workers Loc. 205 (AFL-CIO/CLC)	196	1,470	1,470	Nov. 11 Nov. 23	Disciplinary dismissal of 1 worker—Return of workers when dismissed worker reinstated.	
WOOD							
Scierie Price (Shipshaw), St-David-de-Falardeau, Qué.	Building and Woodworkers' Federation (CNTU)	300	1,800	33,600	July 1 Nov. 10	Wages, hours—Wage increases reduction in hours from 50 to 47½ hours per wk. immediately from 47½ to 45 Nov. 1, 1971.	
Scieries Murdock Ltée, St. Fulgence, Qué.	Building and Woodworkers' Federation (CNTU)	110	1,650	10,780	July 6 Nov. 23	Wages, hours—25¢ an hour increase on signing of contract, 15¢ Nov. 6, 1971, 10¢ Nov. 6, 1972, 5¢ May 1, 1973; progressive reduction in weekly hours.	
Weldwood of Canada (Canim Lake S/M & Plywood Div.) Exeter, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	299	2,990	2,990	Nov. 17 —	Renewal of collective agreement—	
PRIMARY METALS							
Aluminum Co. of Canada Ltd., Richmond, B.C.	Steelworkers (AFL-CIO/CLC)	100	2,100	2,700	Oct. 23 —	Failure to negotiate a new agreement—	
METAL FABRICATING							
W. S. Tyler Co. of Canada, St. Catharines, Ont.	Steelworkers Loc. 6399 (AFL-CIO/CLC)	120	480	480	Nov. 24 Nov. 30	Wages, fringe benefits—35¢-65¢ an hr. increase over 15-month contract; other improvements.	
TRANSPORTATION EQUIPMENT							
Hawker Siddeley (Can.) Ltd., Canadian Car, Fort William Division, Thunder Bay "F", Ont.	Auto Workers Loc. 1075 (CLC)	427	430	31,610	July 20 Nov. 3	Wages, other benefits—23¢ per hr. increase first year, 26¢ the second year, 23¢ the third year for production workers; 26¢ per hr. increase the first year, 28¢ the second yr., 25¢ the third year for skilled tradesmen; other improved benefits.	

Table G-4—Strikes and Lockouts Involving 100 or More Workers, November 1970, (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
			Nov.	Accu- mulated	Termination Date	
General Motors of Canada, Ste-Thérèse Ouest, Qué.	Auto Workers Loc. 1163 (CLC)	2,500	52,500	140,000	Sept. 11 —	Wages, other matters—
General Motors of Canada & subsidiaries, Various locations, Ont.	Auto Workers various locals (CLC)	24,500	514,500	1,340,300	Sept. 11	Wages, other benefits—
Motor Coach Industries Ltd., Winnipeg, Man.	Machinists Loc. 1953 (AFL-CIO/CLC)	750	15,750	16,500	Oct. 30 —	Breakdown of negotiations—
Saint John Shipbuilding & Dry Dock Co. Ltd., Saint John, N.B.	Various unions	977	3,910	3,910	Nov. 2 Nov. 5	Alleged work jurisdictions— Agreement reached on a new 2½-yr. contract.
ELECTRICAL PRODUCTS						
Franklin Mfg. Co. Ltd., Galt, Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	7,880	60,770	Apr. 11 —	Wages, fringe benefits, grievance procedures, length of agreement —
Canron Limited, Lachine, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	800	16,800	43,200	Aug. 13 Nov. 2	Wages, fringe benefits, job secu- rity—42¢ an hr. increase over a 2-yr. contract.
John Inglis Co. Ltd., Stoney Creek, Ont.	Auto Workers Loc. 525 (CLC)	407	8,550	26,870	Aug. 27 —	Wages—
Northern Electric Co. Ltd., Bramalea, Ont.	U.E. Loc. 531 (Ind.)	2,890	54,910	54,910	Nov. 4 —	Wages, fringe benefits—
NON-METALLIC MINERAL PRODUCTS						
Québec Ready-Mix Inc., Québec area, Qué.	Building and Woodworkers' Federation (CNTU)	100	500	4,100	Sept. 10 Nov. 9	Wages, hours, other benefits—45¢ an hr. increase on signing of con- tract, 10¢ Jan. 1, 1971, 10¢ July 1, 1971, 15¢ Jan. 1, 1972, 15¢ July 1, 1972, 20¢ Jan. 1, 1973; other im- proved benefits.
MISCELLANEOUS MANUFACTURING						
Johnson Matthey & Mallory, Etobicoke, Ont.	CLC-directly chartered	300	3,300	3,300	Nov. 16 —	Plant closure clause—
RCA Limited, Smith Falls, Ont.	U.E. Loc. 542 (Ind.)	333	1,330	1,330	Nov. 17 Nov. 22	Wages, job security, fringe bene- fits—Starting rate raised to 18¢- 23¢ per hr.; 40-hr. wk., 5-day wk., company assumes to pay 100% of O.H.S.I.P. eff. Oct. 1, 1970, other benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, November 1970, (Preliminary) (Cont)

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved	Nov.	Accu- mulated	Termination Date	Result
Construction						
Moncton Construction Assoc., Moncton, N.B.	Sheet Metal Workers Loc. 64 (AFL-CIO/CLC)	153	150	9,020	Aug. 7 Nov. 3	Wages, working conditions—60¢ an hr. increase on signing of con- tract, 15¢ Jan. 1, 1971, 20¢ July 1971, 25¢ Jan. 1, 1972, 25¢ July 1972, 25¢ Jan. 1, 1973; other im- proved benefits.
Mechanical Contractors Association in Waterloo, Various locations, Southern Ontario.	Plumbers Loc. 527 (AFL-CIO/CLC)	550	—	31,350	Aug. 11 Nov. 2	Wages, other benefits—Wage in- crease, improved vacation pa- and travelling allowances.
Hydro-Québec, Baie Comeau, Qué.	Public Service Employees' Federation (CNTU)	140	2,940	5,180	Oct. 8 —	Job security—
Foundation Co. of Canada, North Toronto, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	100	400	400	Nov. 16 Nov. 20	Alleged unsafe working condi- tions—Return of workers.
Transportation and Utilities						
TRANSPORTATION						
W. J. Mowat Ltd., Toronto, London and Hamilton, Ont.	Specialized Parcel Delivery & Handlers Union	148	1,630	1,630	Nov. 16 —	Dismissal of an employee—
COMMUNICATION						
Québec-Téléphone, Various locations, Québec.	I.B.E.W. Loc. 2200 (AFL-CIO/CLC)	425	4,680	4,680	Nov. 14 —	Fringe benefits—
POWER, GAS AND WATER						
Consumers Gas Co. Ltd., Various locations, Ontario.	Chemical Workers Loc. 161 (AFL-CIO/CLC)	560	6,160	6,160	Nov. 16 —	Wages, fringe benefits—
Trade						
Kent Steel Products, Hamilton, Ont.	Steelworkers Loc. 7068 (AFL-CIO/CLC)	130	1,950	1,950	Nov. 8 Nov. 30	Wages—Not reported.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, November 1970, (Preliminary)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
				Nov.	Accu- mulated	Termination Date	
Newman Steel Warehouse Stoney Creek, St. Catharines and Hamilton, Ont.		National Council of Canadian Labour Loc. 215 (Ind.)	115	1,150	1,150	Nov. 13 Nov. 27	Wages, length of the contract— 31% wage increase over 3 years.
Service							
EDUCATION							
Edmonton Public School Board, Edmonton, Alta.		Public Employees Locs. 474 & 784 (CLC)	1,100	1,100	7,700	Oct. 23 Nov. 3	Wages—Return of workers, re- ferral to arbitration.
HEALTH AND WELFARE							
Various British Columbia hospitals, Various locations, British Columbia.		International Operating Engineers Loc. 882 (AFL-CIO/CLC)	137	950	950	Nov. 9 Nov. 18	Wages, hours—Wage increase \$75. per mo. retroactive to Apr. 1970, a further \$75. per mo. Apr. 1971; reduction in hours from 40 to 37½ eff. Dec. 1, 1970, other improvements.

*Federal jurisdiction.

Table H—Employment Fatalities in Canada During the Third Quarter of 1970

	Agri- culture	For- estry	(1) Fishing	(2) Mining	Manu- factur- ing	Con- struc- tion	(3) Trans- porta- tion	(4) Trade	(5) Finance	Serv- ice	(6) Public Ad- minis- tra- tion	Not Spe- cified	Total	Per Cent of Total
By Industry* and Age Group														
14-19.....	—	2	—	—	3	1	1	—	—	—	1	—	8	5.1
20-24.....	—	3	—	7	3	4	1	1	—	—	1	—	20	12.7
25-34.....	3	—	2	5	8	7	13	2	—	1	3	—	44	27.5
35-44.....	—	6	—	6	4	5	6	2	—	1	3	—	33	20.6
45-54.....	1	3	—	4	4	4	9	1	—	—	2	—	28	17.7
55-64.....	1	—	—	5	1	5	3	—	—	—	3	1	19	11.9
65 and over.....	—	—	—	—	2	2	—	—	—	1	1	—	6	3.8
Not given.....	—	—	—	2	—	—	—	—	—	—	—	—	2	1.3
Total.....	5	14	2	29	25	28	33	6	—	3	14	1	160**	100.0
By Industry and Occupation†														
Farmers (a).....	5	—	—	—	—	—	—	—	—	—	—	—	5	3.1
Loggers (b).....	—	11	—	—	1	—	1	—	—	—	2	—	15	9.4
Fishermen (c).....	—	—	2	—	—	1	—	—	—	—	—	—	3	1.9
Miners (d).....	—	—	—	20	—	—	—	—	—	—	—	—	20	12.5
Craftsmen (e).....	—	2	—	8	12	15	9	2	—	—	4	1	53	33.1
Labourers (f).....	—	—	—	1	6	9	2	2	—	1	5	—	26	16.3
Transport (g).....	—	—	—	—	4	2	15	1	—	1	1	—	24	15.0
Managerial.....	—	—	—	—	—	—	2	—	—	—	—	—	2	1.3
Professional (h).....	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Clerical.....	—	—	—	—	—	1	1	—	—	—	—	—	2	1.3
Sales.....	—	—	—	—	—	—	—	1	—	—	—	—	1	0.6
Service (i).....	—	—	—	—	1	—	3	—	—	1	2	—	7	4.4
Not given.....	—	1	—	—	1	—	—	—	—	—	—	—	2	1.3
Total.....	5	14	2	29	25	28	33	6	—	3	14	1	160**	100.0
By Industry and Type of Accident‡														
Struck by objects (j).....	1	10	1	14	4	7	4	2	—	—	2	1	46	28.7
Falls and slips (k).....	—	—	1	6	1	10	10	—	—	1	4	—	33	20.6
Collisions, derailments (l).....	—	2	—	—	5	4	9	2	—	1	5	—	28	17.5
Caught in, on, between (m).....	2	1	—	4	5	4	3	1	—	—	—	—	20	12.5
Inhalations (n).....	—	—	—	—	—	1	—	—	—	—	—	—	1	0.6
Conflagration (o).....	1	—	—	2	2	—	2	—	—	—	—	—	7	4.4
Electric current (p).....	1	1	—	2	5	1	5	—	—	—	1	—	16	10.0
Over-exertion (q).....	—	—	—	1	1	—	—	—	—	1	—	—	3	1.9
Striking against (r).....	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s).....	—	—	—	—	2	1	—	1	—	—	2	—	6	3.8
Total.....	5	14	2	29	25	28	33	6	—	3	14	1	160**	100.0
Per cent of Total.....	3.1	8.7	1.2	18.1	15.6	17.5	20.6	3.7	0.0	1.9	8.7	0.6	100.0	

* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen. (e) Production process workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorption ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

* * Of these totals, 124 fatalities were reported by the various Workmen's Compensation Boards; details of the remaining 36 were obtained from other sources.

March 1971

The Labour Gazette



Laws can give women equal rights on the job, but only a radical change in the attitudes of society can give them equal opportunities in employment and promotion. In practice, their range of occupational choice is much more narrow than that of men, and most occupations are sex-typed with few being considered suitable for women. See "Let Them Think, Let Them Act," a review of the report by the Royal Commission on the Status of Women, p. 164.





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News briefs

■ The New Brunswick Federation of Labour presented its annual brief to the provincial Government in December, asking for changes in the Workmen's Compensation Act, a minimum wage of \$2 an hour, and extension of medicare to cover drugs, dentists, optometrists and chiropractors. The Federation reiterated its 1968 plea that the maximum ceiling on workmen's compensation benefits—at present, 75 per cent of \$6,000—be removed, and that safety training be expanded.

The brief asked also for: compulsory safety inspections of all motor vehicles registered in the province; greater use of school facilities by community groups; more instruction in the arts and physical education in schools; more education facilities for the physically handicapped and mentally retarded; increased instruction about parliamentary procedure, co-ops, credit unions and trade unions in schools; abolition of the Garnishee Act; reimbursement of lost wages to jury members; encouragement of local businesses to take advantage of regional development incentives; and non-renewal of fishing leases to provide "open waters" for New Brunswick residents. The brief asked also that the government approach the report on Maritime union with the "objective of Maritime union," and that members of juries in industrial fatalities be familiar with work procedure and the workplace.



Leonard Pace

■ Leonard Pace, a Halifax lawyer, is the new Minister of Labour for Nova Scotia. Mr. Pace, who doubles as attorney-general, was sworn in on October 28 as a member of Premier Gerald Regan's cabinet. The portfolio was previously held by T.J. McKeough.

■ Alfred Rive, a former substitute representative of the Canadian Government on the Governing Body of the International Labour Organization, died in November 1970. Mr. Rive joined the Governing Body in 1939 and was closely involved in the arrangements for transferring the International Labour Office from Geneva, Switzerland, to Montreal in 1940. He continued to attend meetings of the Governing Body and the International Labour Conference until 1945.

New geographical districts have been designated eligible for federal assistance under the Regional Development Incentives Act. The House of Commons passed the bill on December 18 enlarging the Department of Regional and Economic Expansion's program of offering incentives to offset the disadvantages of industrial development in designated regions. To come under the plan, which provides cash grants for companies building new plants or modernizing existing ones, are the districts of southwestern Québec, including Montreal and Hull, and the south-eastern Ontario counties of Stormont, Glengarry and Prescott.

The bill will also make it easier to borrow money for new plants and to expand existing plants in designated areas. A special development incentive is available, and the Government will guarantee loans. Explained Jean Marchand, Minister of Regional and Economic Expansion: "Big companies can usually borrow without much trouble, if they need to at all. But for smaller companies it is far more difficult, and especially so in the less prosperous parts of the country. **We will be prepared to take some chances in helping the smaller Canadian enterprises to get ahead in the regions where people most need the jobs they will create.**"

A contract that provides year-round employment has been signed between the International Longshoremen's and Warehousemen's Union and Westshore Terminals Ltd., a Kaiser Resources subsidiary that operates the Roberts Bank Superport near New Westminster, B.C. The contract covers the operation of the machinery involved in shipping Canadian coal by Kaiser to Japan. The port will operate 24 hours a day, 365 days a year with a permanent workforce.

Under the contract, signed last November, the monthly salary in 1970 was \$948.30, retroactive to February 1. In 1971, the monthly salary will be \$1,036.60 and \$1,096.20 in 1972. Employees will receive one rate for all work performed. The continuous operation means that four shifts of employees will be doing three shifts of work on a staggered rotation basis. The regular work-week consists of five shifts, with provision for overtime if the sixth day is needed. Overtime rates of time and one half will be paid for all hours worked in excess of eight hours in a workday, or for hours worked in excess of 40 hours in a payroll week.

Jean Cournoyer, appointed to the labour and manpower portfolios of the Québec Liberal cabinet two weeks after the killing of Labour and Manpower Minister Pierre Laporte, is a former conciliator and director of industrial relations at Expo 67. He also served as labour minister under the previous administration.



Jean Cournoyer

In naming the 36-year-old member of the opposition party to his Cabinet on October 30, Premier Robert Bourassa said he was by-passing usual partisan considerations to pick a man of unquestioned competence in industrial relations. **As a minister in the Union National administration in 1969, Mr. Cournoyer had been instrumental in settling disputes involving teachers and hospital employees.**

A lawyer, Cournoyer served with the Montreal Construction Association alternately as assistant secretary, legal advisor and public relations officer during the period 1960-64. More recently he carried out assignments as special mediator and arbitrator in Québec company-union disputes. He was a member of the Québec Superior Labour Council from 1963 to 1966.

The case for military unionism has been put forward in an article by K.R. Robinson, Director of Public Relations for the Public Service Alliance of Canada. The article, "Labour Unions in the Armed Forces" was pub-

lished in the September number of the Civil Service Review.

Traditional antagonism between the military and unions is no longer a worldwide reality, says Mr. Robinson, who would like to see the PSAC organize Canadian servicemen. Military unions are in effect in Germany, Austria, Denmark, Norway and Sweden.

"It has become a reality in North America today that people want more control over their own lives. They want more hand on the throttle," says Mr. Robinson. "Is it not natural to assume that their feeling is shared by those Canadians who are in the military sector of the Public Service?" **He sees collective bargaining as**

a natural outgrowth of the military's swing from "unreasonable discipline" to a more "mature" approach.

A former RCAF skin diver, Robinson makes the point that potential recruits for the 82,000-member Canadian Armed Forces will demand a way of life different from the traditional accent on spit and polish and barking sergeant-majors. "The environment in Canada is producing high school and university graduates with a new sense of freedom and an acute awareness of their rights and privileges. Perhaps they will not be willing to exchange this new-found freedom for the restrictions of a military career unless, through the collective bargaining process, they can have a voice in determining the terms and conditions of work and, most important, what they will be paid."

Labour relations around the world

■ The Government of Ireland appears to have given up hope of solving its serious inflation problem by a statutory incomes policy. The experiment lasted only two months. The Government imposed last October a 6 per cent limit on wage increases until the end of 1971. This was replaced shortly after by a Prices and Incomes Bill, but, in the face of pressure from the Trades Union Congress and employers, this too was scrapped. The Government warned that the bill might be resurrected if the voluntary agreement on wages between employers and trade unions was not respected to the letter. The agreement will limit weekly wage rises to a flat £2 (\$5) for men in 1971. For the first six months of 1972, there is to be a 4 per cent increase, plus a cost of living bonus of 3s (40 cents) a week for every percentage point prices rise above 4 per cent. The effect in 1971 should be to push wages up by about 10 per cent. Total earnings, however, will rise by more than this, because of agreements made in the 12th national wage round and various incentive schemes. The total increase is expected to be nearer 12 per cent. A good deal of emphasis is placed in Dublin on the agreement being voluntary.

■ The Government of Holland decreed late in 1971 that wage increases would be strictly limited during the first half of 1971. A wage freeze was first announced last September as part of an anti-inflationary package that also included temporary tax raises and a small cut in government spending. Repeated attempts to reach voluntary agreements on wages were for the most part fruitless. Employers in key industries did not believe that wage restraint was enforceable without government intervention while the labour market remained overstrained. The central trade union organizations indicated that they were prepared to accept an improvement in real wages below the expected 3½ per cent productivity rise, but no generally acceptable formula could be found.

Book reviews

employment of Women; report of the Manpower and Social Affairs Directorate, Organization for Economic Co-operation and Development, Paris; 385 pages; \$6.00.

The book comprises the papers delivered at a two-day conference at Paris in 1968 on the employment of women, together with a résumé of the discussions that followed. Purpose of the conference which was organized by the OECD, was to give trade union representatives a full understanding of the difficulties involved in the employment of women. It was hoped that the newly informed union representatives would help facilitate the entrance of women into the labour force.

days, 40 hours—Reporting a Revolution in Work and Leisure, edited by Riva Poor, with a foreword by Paul Samuelson, Bursk and Poor Publishing, 66 Martin St., Cambridge Mass., 02138, U.S.A., 175 pages, \$6.

Some unions are demanding it and some companies have converted to it—the four-day week. This report compiles the findings of 15 journalists, academics and business executives who examined the experience of 27 U.S. companies that have instituted the four-day, 40-hour week. Some companies, the report says, are very happy with the new workweek, but others have discontinued it or use it only for night work or during the summer months. Here are some comments from companies that have tried the system:

A Massachusetts abrasives manufacturer reported: "Profits are up 5 per cent. Our business has picked up because we give better service now. We're very satisfied." A Michigan loudspeaker manufacturer discontinued the four-day week because the employees did not like the extra pressure of turning out the same amount of work in less time: I "feel that it was a failure of leadership on my (the President's) part," he explained.

An Oklahoma manufacturer who operates seven days a week in two shifts—four days on and four days off—found a real advantage in operating equipment 140

hours a week. A California retail tire outlet began opening only from Thursday through Sunday when most tires are sold, and sales "increased by leaps and bounds."

Two oil companies that had been on the four-day week for 30 years have found that there is a better utilization of equipment, overtime is cut, and costs are reduced. A Massachusetts manufacturer of paint rollers is very satisfied, saying that labour costs were reduced "from 16 per cent to 14 per cent of sales," and that recruitment was easier, although the longer day is tiring for the workers.

A Georgia retail tire store discontinued its system of working from Wednesday through Saturday. The company had lower labour costs, but sales were not high enough. The company may try the system again, however, coupling it to a bigger promotional budget. A Massachusetts machine shop found that there was no advantage to the company, although the employees enjoy the system. A box manufacturer comments: "Our industry has been depressed for several years; we don't have the profits in this industry to pay high wages for unskilled labour. This was our only alternative in competing for labour."

A spokesman for a New York City bank says: "**In 1½ years on four-day, there is no diminution of benefits. The work gets out faster, the atmosphere is more productive, and the department gets on the computer earlier.**" The bank instituted the system only for its fiduciary data control department. A California police Department began the four-day system in May 1969. The results: "Morale is higher, the arrest rate is up, overtime costs are down 40 per cent, and there is no fatigue problem."

The study indicates that the employer receives a wide number of benefits including improvements in output, customer relations, recruiting, absenteeism, turnover, punctuality and general employee relations. But in some firms, managers are working longer hours, and the drawbacks here include: extra time needed to work out shipping and receiving schedules, to educate customers about when the company is open, and to negotiate dispensation from regulations on the number of hours women are allowed to work in a day. And for employees, the biggest benefit is the three-day weekend, but they save on commuting costs and baby-sitting fees.

Besides the in-depth case histories, the study looks at the implications of the four-day week for society as a whole, the problem of leisure time, and the legal problems connected with instituting the four-day week. It even looks ahead to a time when there will be a three-day week.

50 years ago

A British industrial safety conference; a convention of the Provincial Builders' Association of Ontario; rejection by the British Federation of Building Trades of a government plan for employment of ex-servicemen in construction; a labour conference at Washington; a constitutional convention called by People's Light, Gas and Coke Co.; a Québec bill prohibiting strikes by policemen and firemen; formation of the Timber Industries Council of B.C.; the right of an injured workman to sue a fellow employee for negligence after receiving compensation; compensation allowed a workman, even if the accident resulted from his own negligence but not to wilful misconduct; a British Ministry of Labour recommendation that working hours be cut rather than that some employees be dismissed because of a shortage of work—these were some of the topics discussed 50 years ago in the March 1921 issue of *The Labour Gazette*.

■ **An industrial safety conference, the first of its kind in Britain, was held at London in September 1920.** The Deputy Chief Inspector of Factories stated that, in 1919, Inspectors of the Factory Department were notified of 1,384 fatalities, 40,056 accidents caused by machinery, and 84,582 caused by other reasons. He said that two thirds of the accidents reported were not due to machinery, and that, of the remainder, not more than one third could have been prevented by better safeguards. The majority of accidents were caused by acts and defaults of the individual and could be eliminated only if the individual could be taught to take proper precautions against accidents.

Examples were quoted from the records of the National Safety Council of the United States, which showed that, in a steel plant employing 2,500 men, the number of men injured declined from 769 in 1916 to 351 in 1917 and 124 in 1918. During the first five years of accident prevention work in plants of the International Harvester Company, deaths from accidents were reduced by 60 per cent, and the United States Steel Corporation stated that during the 12 years ending in 1918, almost 24,200 of its employees were saved from being either killed or seriously injured. **It was claimed in the U.S. that, given a proper safety organization, 75 per cent of all accidental deaths and serious injuries could be eliminated in industry.**

■ **A convention of the Provincial Builders' and Suppliers' Association of Ontario was held at Stratford, Ont., in February 1921.** Resolutions were passed: protesting against the proposed eight-hour day; opposing any further legislation aimed at increasing workmen's compensation above the 66⅔ per cent rate; and requesting that the compensation board take another vote with regard to the formation of an accident prevention association. The delegates pledged support and sympathy also for the proposal of optional employment, and urged that future agreements contain a clause whereby the union that was a party to the agreement would agree not to call sympathetic strikes.

■ **The British National Federation of Building Trades Operatives rejected in February 1921 a Government scheme for employment of ex-servicemen.** The Government's plan involved the admission into the building industry of 50,000 ex-servicemen. The ground of opposition to this plan, as reported in the *British Labour Gazette*, was that there was ample building trade labour to meet all requirements. With regard to bricklayers it was claimed that, of the 25,000 who left the industry during the war, large numbers were returning each month, and that, during the previous few months, about 2,000 apprentices had entered the trade. Building and repair work on factories that had suffered during the war had now been practically completed, and a large volume of labour was said to be available for housing schemes.

■ **Representatives of nearly all national and international unions affiliated with the American Federation of Labour met at a conference held at Washington, D.C. on February 23.** The meeting was called by the Federation's President, Samuel Gompers, to consider alleged attacks on the trade union movement, and to define the Federation's attitude toward: attempts to establish an anti-union shop; wage reductions; anti-strike laws; compulsory arbitration; labour injunctions; and other matters affecting labour.

The conference declared that employers and believers in European fanaticism were working for the destruction of the trade union movement, though inspired by different motives and using each other as tools in the struggle to overwhelm democracy. Profiteering and the over-capitalization of industrial and commercial projects that compelled the public to pay interest on inflated prices were also denounced. **The principle of collective bargaining was emphasized as one of the great stabilizing influences in the relations between employers and workers.**

■ A constitutional convention of 55 delegates elected by the employees, and 55 delegates elected by officials of the People's Light, Gas and Coke Company of Chicago was held in January 1921 to draft a constitution to give workers an equal voice in settling questions of wages, hours, and conditions of employment.

■ A bill to establish a board of arbitration to prevent strikes among policemen, firemen and other public employees whose duty it is to protect lives and property was introduced in the Québec legislature.

■ The Timber Industries Council of British Columbia was formed to promote co-operation and stability in the forest industries and to help development of the province's timber resources. The Council was to provide central facilities for the association of forest industries and timbermen, and to collect and circulate information useful to timber owners, lumbermen and loggers.

■ A carpenter working on a building was struck and badly injured by a tool thrown down from an upper part of the structure by a fellow employee. He filed a claim with the Workmen's Compensation Board of Ontario and received full compensation. He then brought action on the grounds of negligence against the workman who had thrown down the tool. The defendant denied negligence and stated that, following the usual practice in the building, he had thrown down the tool after calling out a warning. He made a further plea that Sec. 9 of the Workmen's Compensation Act barred an injured person from setting up any further claim if he had elected to claim compensation from the Board or from his employer.

The Court held that it was indeed negligence to throw a heavy tool from a height of 40 feet when there was the slightest risk of hitting someone. Concerning the plea that the plaintiff was barred from setting up any further claim after receiving compensation from the Board, the Court stated that the Board was entitled to the benefit

of any judgment in the plaintiff's favour, and that any money payable thereunder should be payable to the Board. Damages of \$1,000 and costs were awarded the plaintiff, along with a declaration that the judgment in his favour would go to the Workmen's Compensation Board, the money payable to be used first in recouping the sums already paid for compensation and medical services, and the remainder to be applied as the Act directed.

■ While coupling cars, a switchman found that the drawbar was not operating properly; he stepped between the cars and tried to adjust the parts with his foot, contrary to the rules of the company employing him. He slipped and his foot was crushed, the injury resulting in a permanent disablement. He applied for compensation under the Workmen's Compensation Act of Alberta, but his application was rejected on the grounds that, in using his foot in this way, he was contravening the rules of his employer.

He appealed against dismissal of his application, and his case was heard by the Appellate Division of the Supreme Court of Alberta. The Court held that, even if the accident were due to the plaintiff's own negligence and disobedience, this would not remove his rights to compensation unless, in the opinion of the Court, such negligence or disobedience had reached such a degree as to come within the category of "serious and wilful misconduct." The appeal was therefore allowed, with cost, and the case was referred to the arbitrator for the fixing of compensation.

■ The British Ministry of Labour issued a circular to Joint Industrial Councils, Interim Industrial Reconstruction Committees, and Trade Boards, calling attention to the advantages of short-time working, in preference to dismissal of a portion of staff as a means of spreading the amount of employment available when it is impossible to provide full-time employment for everyone.



Let them think, let them act

The Royal Commission on the Status of Women was set up in February 1967. Of the seven appointed commissioners, five were women—namely: Mrs. John Bird, Ottawa; Miss Elsie Gregory MacGill, Toronto; Mrs. Ottomar Lange, Claresholm, Alta.; Miss Jeanne Lapointe, Québec City; and Mrs. Robert Ogilvie, Fredericton. The two original male commissioners were Donald Gordon, Jr., Waterloo, Ont., and Jacques Henripin, Montreal; but when Mr. Gordon resigned in November 1967, his place was taken by John P. Humphrey of Montreal. **Mrs. Bird, whose professional name is Anne Francis, a well-known public affairs commentator, acted as chairman of the Commission.**

Briefly, the commission was asked to inquire into the political and legal rights of women, their present and potential role in the Canadian labour force, and the measures that might be taken within areas under federal jurisdiction to utilize to the fullest capacity the skills and education of married women who wished to re-enter the workforce. The commissioners were asked also to

look into the laws, practices and policies concerning the employment and promotion of women in the Public Service and crown corporations, and to examine the federal labour laws applying to women. The position of women with regard to marriage and divorce, federal taxation, criminal law, and immigration and citizenship laws was to be scrutinized as well. The commissioners soon discovered that several of the specific items covered in the nine areas of study could easily have been the subject for a separate Royal Commission.

In response to a brochure, "What Do You Have To Say About the Status of Women?" distributed across the country in supermarkets, libraries and various associations, the Commission received 468 briefs and about 1,000 letters of opinion. Many of the submissions had been carefully researched and proved invaluable. The



Seven commissioners began a series of public hearings in April 1968 in 14 cities in the 10 provinces. The chairman and one other commissioner conducted hearings also in Whitehorse and Yellowknife, and participated in group discussions and interviews in four settlements in the Keewatin District and Churchill, Man. Besides 37 days of public hearings, the Commission presided for 178 days while listening to 890 witnesses.

At its inception, the Commission set up a program of research to provide background information; and the Commission's secretariat reviewed existing material and initiated new research whenever necessary. About 40

special studies were commissioned, some of which are to be published separately. The report ultimately published by the seven members was titled, *The Status of Women in Canada*.

What were the women of Canada actually saying at the public hearings and through their briefs? They spoke of their hopes, aspirations and frustrations. They asked for real equality of opportunity. And they emphasized again and again that their sense of personal dignity was not being respected by the present political, economic and social structures of Canada.

They protested the stereotypes imposed upon them through the mass media and society in general. "Women are not a homogeneous group," one brief stated, "and their needs are variable in relation to their social and economic status, their role and contribution in employment, and their role and responsibility related to the needs of children." Said another: "Manpower counselors, most of whom are men, think that all women have the homemaking instinct. This is no more realistic than assuming that all men are mechanically minded . . .

"The democratization of education has greatly affected the aspirations and expectations of Canadian women," the report stated. "Little by little, the doors of nearly all educational institutions have been opened to them over the last hundred years. In 1967, female graduates made up about a third of the 27,533 Canadian graduates in arts, pure science and commerce, and more than half of the 7,590 graduates in education, library science and social work. **And yet many fields of learning still remain substantially male preserves, with only token female representation—fewer than five per cent of the 1,796 graduates in law and theology, fewer than 12 per cent of the graduating medical doctors, and about six per cent of the graduating dentists in 1967 were women.** Moreover, institutions of higher learning have yet to adapt their general plans and structures to the needs of married women."



The increased participation of women, especially married women, in the labour force has brought about great changes. Women workers in 1968 accounted for 34.4 per cent of the Canadian working population. And more than half of these were married. "On the basis of ancient concepts, it has been all too easy to divide assumed male and female functions and psychological traits into separate, opposing categories. These categories or stereotypes have by no means disappeared from popular belief and thinking about the nature of women and men. Women are expected to be emotional, dependent and gentle, and men are thought ... to be

rational, independent and aggressive. These are the qualities assumed to be suitable for women in the closed world of the home, husband and children, and for men in the outside world of business, the professions or politics. The stereotypes and the models of behaviour derived from this assumption do not necessarily correspond to the real personalities of a great number of men and women."

Many women, according to the report, are conditioned to be acquiescent and passive and to reflect traditional views on their status and role. Surveys have revealed that these attitudes are held even among highly educated women, including college and university students.

The effect of imposed stereotypes has been clearly demonstrated by experiments in the United States. In one study, "Are Women Prejudiced Against Women?" a number of university women were selected to read six articles. "Some concerned 'masculine' subjects such as city planning; others treated neutral subjects such as the history of art; and still others were about such 'feminine' interests as dietetics. In some booklets, three articles were signed with male and three with female names. In others, the male and female 'authorship' was reversed. The women were asked to read and appraise each article without having their attention called to the authors' names. **In all cases, articles under male signatures received higher ratings. It was concluded in the study that the respondents' choices had been influenced by belief in the intellectual superiority of men.**"

Many women, the report said, are afraid of not conforming to the subordinate role assigned to them by tradition. This can be so strong that it may make them belittle themselves. They have low expectations for their own achievement, and very often accept work that makes far less than full use of their capabilities. In the words of one brief received by the Commission: "Too many of us are willing to accept a lower position and stay there, not even expecting or demanding to be promoted to a higher position, given that our training and experience and ability warrant it."

Although working conditions have improved enormously, society still sees working women as a group whose welfare must be protected by law. For example, the Federal Government has no legislation protecting "women only," but other jurisdictions have such laws. Some laws limit the weight that women can be required to lift or carry; others specify safety precautions and precautions against fatigue.

"We are opposed to discrimination in protective measures," the report stated. "If there are hazards in employment, these measures should protect all employees exposed to them. Protective legislation for women has the effect of restricting their job opportunities. If a woman cannot legally work the same maximum hours as a man, she may find it harder to get a job. She may also find that she cannot obtain work on night shifts because of the precautions the law requires for her safety."

Laws can give women equal rights on the job, but only a radical change in the attitudes of society can give them equal opportunities in employment and promotion. In practice, their range of occupational choice is much more narrow than that of men. By long custom, most occupations are sex-typed, and relatively few are considered suitable for women. **Girls are still conditioned and counselled to prepare themselves for traditionally female jobs.** They are also encouraged to think that the prospect of marriage makes it unnecessary for them to educate themselves for a working career.

Married women encounter additional obstacles to entering employment. Some employers are unwilling to hire them because they think that they will not work for long. Others disapprove of women combining jobs and family responsibilities. These responsibilities, in fact, prevent many women from joining the workforce. Without child-care facilities or staggered work hours, the Commission pointed out, mothers of small children cannot meet a conventional working schedule.

Y Inequality of opportunity does not disappear when women enter the labour force. Women's advancement is usually limited to intermediate levels. In 16 of 36 organizations surveyed, no women earned more than \$12,000. **In the federal Public Service in 1968, the report added, the chances of a man earning \$14,000 and over**



were 18 times as great as a woman's. In the federal Crown Corporations surveyed, a man's chances were even better.

"The traditionally female occupations seldom lead to the upper echelons of management," the report continued. "Nor do they often provide the kind of challenge that can earmark an employee as a prospective occupant of the executive suite. This is, of course, part of the broader problem of dead-end jobs, and we believe that tailoring jobs to match employees' potential would help both men and women. But we also urge employers to develop programs to move promising women out of these occupations and into the mainstream."

The commissioners found that women in paid work were handicapped by discrimination in policy and practice. Briefs, individual submissions and special studies documented specific injustices within the work world, and suggested how social pressures and attitudes, less easily defined but no less strong, prevent women from competing equally with men.

They learned that: pay rates for women and men are often different; pay is generally lower for traditionally female professions than for other professions; equal-pay laws are inadequate; pension and group life insurance plans often provide less protection for the husband of a female worker than for the wife of a male worker; paid maternity leave is rare; women have less opportunity to enter and to advance in many occupations and professions; compared to men, few women reach senior levels; and women's skills and abilities are not being fully used.

Women in the world of work face many frustrations. Few have a chance to develop their potential. "Some accept this, more or less philosophically, and set their sights lower," the report noted. "Others are discouraged when they find men with less ability promoted over them or offered jobs from which they are implicitly barred. **Women with leadership talents are especially penalized by management's traditional attitude that women should be confined to support roles.** For a genuinely capable woman, influence behind the scenes is no substitute for real authority.

"Inequality of opportunity for women often undermines their self-confidence. Reason tells them they have potential; practice implies they have not. To seek promotion directly only emphasizes the paradox. **Sex discrimination is seldom overt, and so a woman is never certain whether she has failed because she is a woman or because she has over-estimated her own capacities.** Women who lack self-confidence may develop a feeling of inferiority that destroys the potential they once had."

Women should assume some of the responsibility for improving their position in paid employment, the commission urged. More women need to take training in a greater variety of occupational skills, and to be educated for many more of the professions. "We firmly believe that women must break their occupational bonds. **They must develop enough self-confidence to raise their career sights, refuse to work for less pay than men and stand up for their rights in the face of discrimination.** This will take courage. In employment, the days of pioneering are not yet over for women. Change will come about only when women occupy decision-making positions in numbers large enough to form a pattern that employers will accept without question, and that other women will readily follow."

The words of Margaret Fuller echo down through the years. In an article, "Women in the Nineteenth Century," published in 1845, Miss Fuller said: "Women are the best helpers of one another. Let them think; let them act; till they know what they need. We only ask of men to remove arbitrary barriers. Some would like to do more. But I believe it needs that Woman show herself in her native dignity to teach them how to aid her; their minds are so encumbered by tradition."

The commission made 167 recommendations covering a wide range of subjects. The more important of these recommended that:

Amendments and ratifications

A federal-provincial conference on labour legislation affecting women be convened to prepare for ratification of the ILO Convention 100 concerning Equal Remuneration for Men and Women Workers for Work of Equal Value; the federal Female Employees Equal Pay Act be amended to apply to all employees of the Government of Canada; the federal Female Employees Equal Pay Act, the federal Fair Wages and Hours of Work



regulations, and equal pay legislation of provinces and territories require that the concept of skill, effort and responsibility be used as objective factors in determining what is equal work; the minimum wage legislation of Prince Edward Island, Nova Scotia and Newfoundland be amended to require the same minimum wages for women and men; British Columbia adopt a Minimum Wage Act, applicable to both sexes, that will require the same minimum wages for women and men and will contain no sex differences in the occupations covered;

Fair employment and unemployment insurance

There be an amendment of the federal Fair Employment Practices Act and the adoption of provincial and territorial maternity legislation to provide for: (a) an employed woman's entitlement to 18 weeks maternity leave, (b) mandatory maternity leave for the six-week period following her confinement, unless she produces a medical certificate that working will not injure her health, and (c) prohibition of dismissal of an employee on any grounds during the maternity leave to which she is entitled; the Unemployment Insurance Act be amended so that women contributors will be entitled to unemployment benefits for a period of 18 weeks or for the period to which their contributions entitle them, whichever is the lesser, when they stop paid work temporarily for maternity reasons; the federal Government

continue to pay the employer's contribution to the superannuation and Group Surgical-Medical Plans when an employee is on maternity leave; protective labour legislation in the provinces and territories be applicable to both sexes; discrimination be eliminated on the basis of sex in the terms and conditions of employment for air crew; the provinces and territories adopt legislation prohibiting the advertisement of a job opening in a manner that expressly limits it to a particular sex or marital status; sex-typing of occupations be avoided in the text and illustrations of all federal Government publications; university placement officers refuse to make arrangements for firms to interview students if the firms have specified sex preferences;

Equality of opportunity

All provincial and territorial legislation dealing with equality of opportunity in employment specify that discrimination on the basis of sex and marital status be prohibited; the Fair Employment Practices Act be amended to: (a) include "sex" and "marital status" as prohibited grounds for discrimination, and (b) apply to all employees of the Government of Canada; the Fair Wages and Hours of Work Regulations be amended to include "sex" and "marital status" as prohibited grounds for discrimination; the provisions now included in Sec. 22 (2) (b) of the Unemployment Insurance Act, amended to include sex and marital status as prohibited grounds for discrimination, be included in legislation applicable to Canada Manpower Centres; the federal Public Service Commission and federal Government departments take special steps to increase the number of women appointed to occupations and professions not traditionally female; the federal Public Service Commission and federal Government departments have as an objective the elimination of the imbalance in the proportion of women and men in senior positions, and, as much as is feasible, emphasize potential rather than experience as a basis for appointment or promotion;

Training

Programs be introduced to ensure the consideration of secretaries for administrative positions; special efforts be made to attract more women applicants for administrative trainee positions in the federal Public Service; action be taken to increase greatly the enrolment of promising women in federal Public Service management courses; for the next 10 years, the number of women enrolled in each course in the Career Assignment Program of the federal Public Service be no less than 10 per cent of the total number; the federal Public Service Terms and Conditions of Employment Regulations be amended so that part-time employees receive pay in-



creases on the same basis as full-time employees; a women's program secretariat be established in the Privy Council Office for promoting a program for equality of opportunity for women in the federal Government Service and the greater use of their skills and abilities;

Private sector protection

Department stores ensure that women employees are considered for advancement on an equal basis with men; retail stores review their practices to ensure that exploitation of part-time workers does not exist; the Canada Department of Labour conduct a survey of the use of homeworkers, including handicraft workers, their wages

and other conditions of employment; household workers be covered by minimum wage laws, workmen's compensation and other labour legislation; a household workers bureau be established in each provincial and territorial government; agencies and co-operatives be established to act as the employer of household workers; the Canada and Québec Pension Plans be amended so that the spouse who remains at home can participate in them; governments encourage Eskimo and Indian women to take training in adult education for work in northern communities; the Indian Act be amended to allow an Indian woman upon marriage to a non-Indian to retain her Indian status and to transmit that status to her children;

Day care and guaranteed income

The federal Government take steps immediately to enter into agreement with the provinces to adopt a national Day-Care Act under which federal funds would be available for the building and operation of day-care centres; the provinces pay not less than 80 per cent of the provincial-municipal contribution to day-care centres; each province and territory establish a child-care board responsible for the establishment and supervision of day-care centres; a guaranteed annual income be paid by the federal Government to the heads of all one-parent families with dependent children; the Guaranteed Income Supplement of the Old Age Security benefits be increased so that the annual income of the recipients is maintained above the poverty level, and the Supplement adjusted to the cost of living index; the federal Government and the provinces name more women judges to all courts within their jurisdiction; two qualified women from each province be summoned to the Senate as seats become vacant, and that women continue to be summoned until a more equitable membership is achieved; the federal Women's Prison at Kingston be closed; a federal status-of-women council directly responsible to Parliament, be established to advise on matters pertaining to women and report annually to Parliament on the progress being made in improving the status of women in Canada; and the federal Government, the provinces, the territories and municipalities each establish an implementation committee, composed of a number of its senior administrators, to plan for, co-ordinate and expedite the implementation of the recommendations made by the Royal Commission on the Status of Women to that jurisdiction and to report from time to time to its Government on the progress it is making.

Canada's Mr. Older Worker

"Don't judge a man's worth by the date of his birth" is the message that H. L. (Len) Douse has been beaming toward employers since 1948, when he joined the Canada Department of Labour. Chief of the Section on Older Workers, Department of Manpower and Immigration, Mr. Douse retired in February. But "retired" in his case is just a figure of speech, for he will be starting right in to lead a pre-retirement seminar for the Adult Education Division of the Ottawa Collegiate Institute Board.

Douse has been virtually concerned about the plight of the older workers since he became an information officer with the Department of Labour. One of his first assignments was to write a series of articles dealing with the problems faced by older workers seeking employment. During this period of his career he also became Secretary of the Interdepartmental Committee on Older Workers—a body established by the Department of Labour in 1953 to study and advise on the economic and social problems of mature workers. **On the Committee's recommendation, a Division on Older Workers was set up under the Civilian Rehabilitation Branch of the Department—and Douse was appointed its first Chief.**

In 1966, Douse and his Division moved to the then newly created Department of Manpower and Immigration, at which time the Division was renamed the Section on Older Workers, and was attached to the Manpower Utilization Branch. The Section supplies regional offices, Canada Manpower Centres and the public with information concerning the employment of older workers. The Section receives more than 30,000 requests annually.

Over the years, Douse has been a regular contributor to The Labour Gazette. Since 1959, he or a member of his staff has prepared an article each month for the magazine.

Although he has never personally experienced the problems that many older workers face, Douse has always been sympathetic to those who have been discriminated against because of their age. And that sympathy has never been merely passive. **At a time when it was not popular to hire older workers, he visited employers across Canada, encouraging them to do just that by pointing out the advantages of hiring older and more experienced workers.**

H. L. (Len) Douse



Labour organizations in Canada, 1970

There were 2,173,000 union members in Canada at the beginning of 1970—an increase of 4.7 per cent over the 1969 total. Union members thus comprised 33.6 per cent of the non-agricultural paid workers in Canada and 27.2 per cent of the total civilian labour force, reports *Labour Organizations in Canada 1970*, an annual publication of the Canada Department of Labour.

Figures are compiled from survey returns obtained by the Economics and Research Branch of the Department from national and international union headquarters, central labour congresses and independent local organizations. The data in the handbook includes statistical tables on union membership, a comprehensive directory of labour organizations active in Canada, the names of principle officers and publications, and the distribution of the locals.

Three quarters of Canadian union members were in unions affiliated with the Canadian labour Congress. More than 1,632,000 workers were in such unions, of whom 1,111,000 were in unions affiliated also with the American Federation of labor and the Congress of Industrial Organizations in the United States. Another 9.5 per cent of union members—207,000—were in organizations affiliated with the Confederation of National Trade Unions, and 15.3 per cent were in various unaffiliated and independent national and international labour organizations.

A substantial majority of union members in Canada, 62.5 per cent, belonged to international unions. Another 34.6 per cent were members of national and regional unions that charter locals in Canada only; the remainder, 2.9 per cent, belonged to independent local organizations and local unions chartered directly by the central labour congresses.

Total union membership in 1970 represented a net increase of 98,500 over the number for the previous year. In the past five years, total membership has increased by more than a third, from the 1,589,000 reported in 1965 to the 2,173,000 at present. Not the least among the factors responsible for this increase has been the inclusion of more public service employee organizations. The propensity of public service employees in recent years to bargain collectively as a means of determining wages and working conditions, and the liberalization and extension of legislation permitting them to do so, has contributed significantly to the rapid growth in the number of organized workers. Another important factor, of course, has been the organizing activities of unions already operating in other sectors.

Membership of the following organizations, not included in the compilation in previous years, are included in the 1970 total: The Civil Service Association of Ontario, the Civil Service Association of Alberta, the Manitoba Government Employees' Association, the Nova Scotia Civil Service Association, the Northwest Territories Government Employees' Association, the Canadian Postmasters' Association and the *Fédération nationale des enseignants québécois* (Québec Teachers' Federation).

In 1970, there were 19 unions reporting 30,000 or more members each. Together they had 1,155,000 members, accounting for 53 per cent of the total for the year, compared with 18 unions and 52 per cent in 1969. The United Steelworkers of America (AFL-CIO/CLC) remained the largest union in Canada, with a membership of 150,000. Next in size were two national unions affiliated with the Canadian Labour Congress: the Canadian Union of Public Employees, 136,000 members, and the Public Service Alliance of Canada, 120,000. A list of the unions reporting 30,000 or more members in 1970 follows:

Relative Position in 1970		1970 Member- ship	Relative Position in 1969	Relative Position in 1970		1970 Member- ship	Relative Position in 1969
1.	United Steelworkers of America (AFL-CIO/CLC)	150,000	(1)	13.	Canadian Brotherhood of Railway, Transport and General Workers (CLC)	33,330	(14)
2.	Canadian Union of Public Employees (CLC)	136,127	(2)	14.	Labourers' International Union of North America (AFL-CIO/CLC)	32,941	(13)
3.	Public Service Alliance of Canada (CLC)	119,743	(4)	15.	Fédération des Travailleurs de la Métallurgie des Mines, et des Produits Chimiques (CSN)—Canadian Federation of Steel, Mine and Chemical Workers (CNTU)	32,528	(16)
4.	International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC)	109,274	(3)	16.	Service Employees International Union (AFL-CIO/CLC)	31,232	*
5.	United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC)	72,209	(5)	17.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada (AFL-CIO/CLC)	30,737	(17)
6.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.)	58,178	(6)	18.	Syndicat des Fonctionnaires Provinciaux du Québec (CSN)—Québec Government Employees (CNTU)	30,000	(18)
7.	International Brotherhood of Electrical Workers (AFL-CIO/CLC)	56,918	(7)	19.	Civil Service Association of Ontario (Ind.)	30,000	†
8.	International Association of Machinists and Aerospace Workers (AFL-CIO/CLC)	53,003	(8)	*Fewer than 30,000 members in 1969. †Not included prior to 1970.			
9.	Fédération Nationale des Services, Inc. (CSN)—Service Employees' Federation (CNTU)	49,362	(10)				
10.	International Woodworkers of America (AFL-CIO/CLC)	48,904	(9)				
11.	International Brotherhood of Pulp, Sulphite, and Paper Mill Workers (AFL-CIO/CLC)	40,984	(12)				
12.	Canadian Food and Allied Workers (AFL - CIO/CLC)	40,000	(11)				

The extension of collective bargaining rights to new groups of employees over the past several years is reflected in the increase in the number and size of national and regional unions, mainly because public service unions active in Canada are national or regional in character. Between 1960 and 1965 the percentage of the total represented by members of national and regional unions showed a modest increase, from 28 to 29 per cent of the total. In the following five-year period, 1966 to 1970, the percentage in national and regional unions grew from 30 per cent to 37.5 per cent of the total. It is interesting to note that seven of the 19 unions with 30,000 or more members in 1970 were national or regional organizations.

Direct charters from the Canadian Labour Congress were held by 133 local unions, with a total membership of 15,000. In 1969 the same number of members belonged to 152 such locals. The Confederation of National Trade Unions reported only four non-federated locals, with 289 members, in 1970, a sharp drop from the previous year, when there were 44 such locals with 7,100 members. Most of these 44 locals were absorbed by the newly created Québec Teachers' Federation; others were absorbed by previously existing federations of the CNTU.

Mergers

Three mergers affecting unions operating in Canada have taken place since the publication of the 1969 edition of *Labour Organizations in Canada*. The Transportation-Communication Employees Union (AFL-CIO/CLC) merged, in February 1969, with the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-CIO/CLC) under the name of the latter. The New Brunswick Fish Handlers Union (Ind.) (Union des manuteneurs de poissons du Nouveau Brunswick (Ind.)) joined the Canadian Seafood Workers' Union (AFL-CIO/CLC) in the fall of 1969; and the Canadian Maritime Union (AFL-CIO/CLC) became part of the Canadian Brotherhood of Railway, Transport and General Workers (CLC).

Changes in name and affiliation

A number of changes in union names and affiliation took place during the year. The International Union of District 50, United Mine Workers of America (Ind.) changed its title to International Union of District 50, Allied and Technical Workers of the United States and Canada (Ind.). The Brotherhood of Painters, Decorators and Paperhangers of America (AFL-CIO/CLC), at its

1969 convention, changed its name to International Brotherhood of Painters and Allied Trades (AFL-CIO/CLC). The British Columbia Government Employees' Association (CLC) changed the word "Association" in its title to "Union" and is now known as the British Columbia Government Employees' Union (CLC).

Another change was in the title of the Canadian Textile Council (Ind.) to the Canadian Textile and Chemical Union (Ind.). In December 1969, the Bakery and Confectionery Workers' International Union, which was an independent union in the United States but affiliated in Canada with the CLC, merged with the American Bakery and Confectionery Workers' International Union (AFL-CIO), a union operating only in the United States. The name of the former union was retained, and the merged organization is affiliated with both the AFL-CIO and the CLC.

Two other changes in affiliation took place during the year. The two Canadian districts of the International Union, United Mine Workers of America (Ind.) were accepted into affiliation with the Canadian Labour Congress. This union was at one time affiliated with the former Canadian Congress of Labour. Another change in affiliation involved the International Chemical Workers' Union, which was expelled from the AFL-CIO at its 1969 convention for having joined the Auto Workers and the Teamsters in the Alliance for Labor Action. In Canada the International Chemical Workers' Union retained its affiliation with the CLC.

The Fédération des barbiers et coiffeurs, Inc. (Ind.) reappears in the 1970 edition of the Directory. It was last listed in 1966 as an affiliate of the CNTU. The other unions, formerly listed as independent local organizations, are now listed in the Directory in the section dealing with international and national unions; these are the Native Brotherhood of British Columbia and the Canadian Union of General Employees, both unaffiliated.

A further analysis of 1970 union membership in Canada by industry and locality, based on data obtained from union locals or branches, will be published in *The Labour Gazette* later this year.

Sustained growth and opportunity

"Growth alone may not cure poverty, but poverty will most certainly not be cured without buoyant sustained growth," the Canadian Chamber of Commerce stated in its 1970 annual brief to the Government, which was delivered by Chamber President A. Gordon Archibald in December. The poverty problem, the brief continued, can be significantly reduced only by the creation of new jobs and better employment opportunities. "Further, as a result of more employment made possible through real growth, the Government would spend far less on unemployment insurance and social welfare programs."

The Chamber reiterated its opposition to the inclusion of sickness and maternity benefits under the unemployment insurance plan "mainly because claimants would not be available for work, and to all intents and purposes for the time of their sickness and pregnancy, were out of the labour market."

The Chamber noted that its annual meeting again adopted a policy against strikes in the Public Service. It asked that there be another method available "to ensure that salaries and conditions of work in the Public Service are in line with standards generally prevailing in the private sector in work requiring similar skill, effort and responsibility." The brief asked that the testing period that was proposed for legislation regarding the Public Service "be terminated in 1970 and that the legislation be opened up for review without further delay."

Well-framed labour laws, the brief stated, apart from reducing conflict in federal "works and undertakings and providing a model for deficient provincial legislation, would go a long way toward solving some of the major problems of the nation, such as inflation and unemployment." Collective bargaining as practised at present is not producing results that are in the public interest, the Chamber maintains. "Except for isolated cases, highly excessive union demands and settlements continue to persist, despite high levels of unemployment and major strikes, and despite persuasion and cajoling from elected officials, the Prices and Incomes Commission, and other responsible groups and individuals who have the best interests of all Canadians uppermost in mind. Readily discernible results of these excessive settlements are: inflation, harmed competitive position, projects abandoned because of unrealistic construction costs and so forth . . . Perhaps less obvious, but equally serious, is the severe distortion that is being caused to our time-tested scheme of rewards and incentives. This distortion will have profound effects, not yet clearly predictable, on all segments of society."

The Chamber insisted that it does not want to see unions legislated out of existence or even seriously weakened. "But labour laws, which have granted unions excessive monopolistic powers, must be reframed to ensure that this power is used responsibly and in the public interest."

The Chamber asked also that, to ensure productive efficiency, no legislation be enacted that would inhibit the introduction of technological improvement, the implementation of which should take into account the human problems involved. "We believe that the proper vehicle for dealing with the effects of technological change is the collective agreement. **In the case of non-unionized employees, it may well be that legislation could provide that an employer in such circumstances be required to give a reasonable prior notice to any of his employees who will be affected by technological change.**"

The brief urged Canadian employers to recognize "the skill, experience, and reliability of older workers, and to give consideration to the suitable employment of this group to the fullest extent practicable." It also urged the federal Government to encourage and support the provinces to develop the co-ordinated rehabilitation programs that are needed to bring "comprehensive rehabilitation to those individuals who can benefit."

Labour legislation in 1969-70

Part 6: Labour relations (Continued)

Emergency legislation

On three occasions in the past year, the Québec National Assembly passed emergency legislation ordering employees involved in a work stoppage to return to work. In June 1970, similar legislation was enacted in Saskatchewan. The provision of the Alberta Labour Act permitting Government intervention in public interest disputes was amended, enabling the Minister of Labour to establish a public emergency tribunal to deal with such disputes.

On October 7, 1969, policemen and firemen in Montreal went on strike—notwithstanding the provision in the Québec Labour Code forbidding municipal policemen and firemen to strike—because of their dissatisfaction with protracted contract negotiations and with the terms of an arbitration award. The same day, with the unanimous consent of the Assembly, an Act was passed ordering these employees back to work one minute after midnight on October 8. The City was ordered to reinstate the employees, and the employees associations were required to take appropriate steps to induce their members to comply with the back-to-work order.

Severe penalties in the form of fines, with or without a term of imprisonment, were laid down for non-compliance. Individuals were liable to fines of from \$25 to \$100 a day if they did not return to work. If the associations of employees and their leaders did not take the necessary measures as ordered, or if they incited a continuation of the strike, they were liable to fines of from \$5,000 to \$50,000 a day. Employees of the City or members of its executive council who contravened the provision requiring reinstatement of the policemen and firemen were liable to the same fines as employees associations and their leaders.

In addition, the Act provided that, if 70 per cent of the employees in respect of whom an association of employees was certified did not return to work as required, the association would lose its certification on the request of the Attorney-General to the chief investigation commissioner under the Labour Code. If the association were decertified, the collective agreement and arbitration award would no longer be in force. The decertification penalty would apply also to other associations affiliated with the federation to which the decertified group belonged. A decertified association could not obtain certification for 12 months or as long as the fines levied were not paid.

Prolonged negotiations at the provincial level by three teachers associations, the provincial Government and associations of school boards resulted in the signing on October 21 of a collective agreement governing all teachers in the province.

On October 23, emergency legislation was again presented to the Legislature ordering teachers employed by the **Commission scolaire régionale de Chambly** to resume their duties. Regional negotiations involving the teachers and school commission of Chambly were, however, deadlocked as a result of a dispute regarding the number and duration of teaching periods in a week, and the teachers were locked out. Various attempts at conciliation by interested parties and the Department of Education failed to resolve the dispute. A protocol to the provincial agreement dealing with the Chambly problems was drawn up, but the teachers refused to accept it. The National Assembly unanimously passed a motion urging the teachers to go back to work.

The emergency legislation, ordering the teachers to return to their duties under pain of penalties similar to those contained in the Act governing Montreal policemen and firemen, provided that the teachers, their certified bargaining agent and the regional school board were to be governed by the main provincial collective agreement and the protocol until July 1, 1971. It further provided that, if less than 70 per cent of the teachers complied with the Act, their association would be decertified.

On August 7, 1970, the Québec Legislature was called into session to adopt an Act to put an end to a work stoppage in the construction industry which, in the opinion of the Government, was adversely affecting the economy of the province.

The decrees resulting from the first round of bargaining between the Confederation of National Trade Unions and the Québec Federation of Labour and five employer associations under the Construction Industry Labour Relations Act expired before agreement could be reached on the terms of new decrees. In order to continue in effect the provisions formerly made obligatory by decrees in regard to wages, working hours, vacations, general holidays and social security, a minimum wage order was adopted, effective May 30, to remain in force until November 10. The order was later renewed so as to remain in force after that date. Subsequently, negotiations broke down and, beginning on July 13, strikes erupted in various regions and spread throughout the province. **A major issue in the dispute was the demand of construction workers in regions outside Montreal for wage parity with workers in Montreal.**

The Act ordered resumption of work by August 10, and required negotiations to continue on unsettled issues, with the assistance of a conciliation officer to be appointed by the Minister of Labour and Manpower. Pending the adoption of a decree, employees continued to be governed by the minimum wage order and by provisions already agreed upon by the parties, and they were to receive immediate wage increases (set out in Sessional Paper No. 70), amounting to 75 cents an hour over a period of three years.

On the motion of the Premier, the Assembly endorsed the principle of wage parity throughout the province, and it requested the Minister to place the services of experts at the disposal of the parties to help them find a solution to the problem in the light of the principles agreed upon by them in 1969. The parties were given 30 days in which to reach agreement on unresolved issues, and the conciliation officer was directed to report to the Minister on each of the 30 days. If agreement had not been reached by September 8, the Parliamentary Committee on Labour and Manpower was to be convened to hear the parties. The Lieutenant-Governor in Council, on the recommendation of the Minister, would then have been required to issue an industry-wide decree, fixing conditions of employment for all employees in the industry for the next three years.

Strikes and lockouts were prohibited until conditions of employment were established by decree or, if no agreement was reached, until 30 days after hearings before the Parliamentary Committee ended. Penalties for non-compliance were similar to those provided in the two earlier emergency Acts. The parties were made



liable to the same penalties as for failure to return to work if a strike or lockout occurred in the period prior to the adoption of a decree.

After the failure of the parties to make substantial progress toward reaching an agreement in the 30-day compulsory conciliation period imposed by the law, the Parliamentary Committee on Labour and Manpower heard the arguments of all parties. Following the Committee hearings, the Lieutenant-Governor in Council was required to make a decision on a number of major issues on which no agreement had been reached, and to prepare and promulgate a decree which would regulate working conditions in the industry until 1973.

In a special two-day session called on June 29, 1970, the Saskatchewan Legislature brought the construction industry within the scope of the Essential Services Emergency Act, enabling the Government to put an end to prolonged strikes of electricians and plumbers. The Speech from the Throne stated that a point in time had been reached whereby the provincial economy would be seriously endangered by a further prolongation of the strike.

The Act, passed in 1966 to end a strike of gas supply workers, and previously applicable to labour disputes involving public utilities (water, heat, electricity or gas) or hospital services, was amended to provide that an emergency may be proclaimed "where the economic welfare of the province or any area of the province could be in serious jeopardy because of a labour dispute in the construction industry."

Its provisions do not come into effect until they are declared by proclamation to apply to a particular dispute. Once a proclamation is issued, declaring that from a specified date the dispute is to be subject to the emergency procedures of the Act, a strike or lockout is prohibited. Failure of a trade union, its officers or employees to do everything reasonably possible to end or prevent a strike may lead to the union's decertification.

Unless the dispute is settled by the date fixed in the proclamation, it is to be referred to a three-member board of arbitration, consisting of an appointee of each party and a judge of the provincial court (chosen by the other two members) as chairman. The board's decision is binding on the parties and is enforceable by filing with the Court of Queen's Bench.

The 1970 amendments apply for a specific period, continuing in force until July 1, 1973. They provide also that, where there is more than one dispute in any of the industries subject to the Act—that is, public utilities, hospital services or construction—the differences may be referred to a single arbitration board. The emergency provisions were proclaimed in respect of the construction disputes on July 10, and the matters at issue were referred to a single board of arbitration. The Act was invoked to put an end to a strike of non-professional hospital workers in December 1969, and to terminate a dispute concerning a nursing home and its employees on September 1, 1970.



In Alberta, the provision of the Alberta Labour Act (Sec. 99) giving the Lieutenant-Governor in Council authority to intervene in an emergency situation brought about by a dispute of utility or hospital workers was amended to make it applicable to other public interest disputes. The Minister stated during the debate on the amendments that Sec. 99, which had been in effect since 1960, had never been used.

the amendments authorized the Lieutenant-Governor in Council to proclaim a state of emergency when, in his opinion, the circumstances are such "that extreme deprivation or human suffering has been caused by any stoppage of services or work over an extended period of time." When a state of emergency has been proclaimed, a strike or lockout is prohibited. The Minister is required to establish a procedure to assist the parties to reach a settlement, and is empowered to do whatever is necessary to settle the dispute.

A new section was added, spelling out one of the procedures available to the Minister in dealing with a public emergency dispute. The Minister is now authorized to appoint a public emergency tribunal, to consist of three or more members. The members would have the powers of commissioners under the Public Inquiries Act. The tribunal would be required to make an immediate inquiry and endeavour to bring about agreement. If it is unable to settle the dispute within the time fixed by the Minister, it would have authority to issue a binding award.

Firemen and policemen

The Alberta Legislature passed a special Act respecting the labour relations of firefighters and policemen. Since 1953, firemen and policemen in the province have had collective bargaining rights, with binding arbitration as a means of settling disputes in place of the right to strike. The provisions dealing with collective bargaining were formerly contained in the Police Act (Sec. 24-29) and the Fire Departments Platoon Act (Part II). **A new Act governing the Constabulary Force of Newfoundland was proclaimed in effect on August 25, 1970. The Manitoba Fire Departments Arbitration Act was amended.**

The collective bargaining and dispute settlement procedures provided for in Alberta are similar to those laid down in the earlier legislation. A new feature is the provision for the referral of a dispute, on the joint application of the parties, to a tribunal appointed by the Minister, with the powers of a public emergency tribunal appointed under the Alberta Labour Act (see above).

Policemen and firemen are expressly forbidden to strike. The Act reasserts the right of firemen, other than the chief and deputy chief, to belong to a trade union. Policemen, the members of their bargaining committee and their counsel during collective bargaining may not belong to a trade union or to any organization affiliated, directly or indirectly, with a trade union. Policemen, other than the chief constable and deputy chief constable,

may, however, belong to and bargain through a police association. Policemen who hold the rank of inspector or higher bargain separately through their representatives. In each case the bargaining agent must represent a majority of the persons in the bargaining unit.

The members of a bargaining committee must be members of the bargaining unit. The committee may include, for firefighters, one member of an affiliated local or the chartering organization, and, for policemen, a member of another police association. In addition, both the municipality or its bargaining committee and the bargaining committees of policemen and firemen may include one person as legal or other counsel.

Where no collective agreement is in force, notice to bargain may be given at any time; where there is an agreement, notice may be given during the last three months of its term. Notice must be served at least 14 days before the time fixed for the first meeting.

If an agreement cannot be reached in the negotiations, either party may request the Minister to appoint a conciliation commissioner. The request must be made (a) not later than 90 days from the date of termination of the existing agreement, or (b) if there is no agreement, after the expiration of 90 days from the date of notice to bargain. The Minister must decide within three days whether to appoint a conciliation commissioner.

The conciliation commissioner is to make an immediate inquiry and attempt to mediate between the parties to the dispute. He is to hear any representations that may be made to him, and he may make recommendations to the parties on the matters in dispute. He must report within 14 days, or such longer period as may be agreed on, setting out the matters settled and those on which no agreement was reached.

If no application is made for a conciliation commissioner, or if the commissioner is unable to effect a settlement, either party may, by written notice to the other, require that all matters in dispute be referred to a five-member arbitration board (three members, if the parties agree) for a binding decision. The arbitration board is to make a full inquiry and endeavour to bring about agreement. It must report within 14 days, unless this period is extended with the consent of both parties or at the direction of the Minister. The award is to go into effect on the day following the termination of the collective agreement or, where no agreement is in force, on a date fixed by the board.



Alternatively, the parties may apply jointly to have the dispute referred to a public emergency tribunal. The tribunal would have authority to make a full inquiry and to make a binding award. The parties must forthwith give effect to the arbitration award and include its terms in a collective agreement. The expenses of boards of arbitration and conciliation commissioners are to be paid out of the General Revenue Fund. Previously, each party paid its own arbitration costs and shared equally the costs of the chairman.

The Act requires that every collective agreement contain provisions similar to those in the Alberta Labour Act for final settlement of disputes arising during its term; any agreement that does not include such provisions is deemed to contain the arbitration provisions set out in the Act. There was no provision for the arbitration of grievances in the earlier legislation.

Any question as to the interpretation, application or alleged violation of an agreement with respect to the personal discipline of a policeman may be referred by either party by notice of motion to a judge of the Supreme Court for a binding decision.

As regards firemen, the whole Fire Departments Platoon Act and the Fire Departments Hours of Labour Act were repealed. All parts of the Alberta Labour Act except Part V (Labour Relations) apply to firemen; hence, their working hours are governed by that Act.

Among other matters, the Newfoundland Constabulary Act, 1970, confers collective bargaining rights on members of the Newfoundland Constabulary Force, forbids strikes and provides for the arbitration of disputes. Remuneration, working conditions and grievance pro-

cedures are to be subject to negotiation. The chief of police, the assistant chief and the deputy assistant chief are excluded from collective bargaining.

A member of the Force is prohibited from being a member of a trade union or any organization affiliated, directly or indirectly, with a trade union. Policemen may, however, belong to an association whose membership is limited to the Constabulary Force and which has among its objects the improvement of conditions of service or remuneration of its members. The Lieutenant-Governor in Council is given authority to designate an association as an "association" for collective bargaining purposes.

The Government Negotiator for purposes of collective bargaining is to be the Minister of Justice (who is responsible for the administration of the Act) or another person authorized to act on behalf of the province by the Lieutenant-Governor in Council. He may be accompanied by officers of the Department of Justice or of any other department as he deems advisable.

The members of the bargaining committee for the policemen must be members of the Constabulary Force or, if the policemen bargain through an association, they must be association members. The committee may be accompanied by two members of the association who are members of the Force and who act in an advisory capacity only. It may, in addition, be accompanied by one legal counsel and one other adviser.

On the written request to the Lieutenant-Governor in Council of a majority of the members of the Force, or, where a majority belong to an association, on the request of the association, the Government Negotiator is required to bargain with the bargaining committee for

the policemen. Bargaining is to commence within 60 days after receipt of the request by the Lieutenant-Governor in Council. If an agreement or arbitration award is in force, notice may be given in the last three months of its term. The parties may, however, agree to bargain earlier.

If after bargaining, either party is satisfied that an agreement cannot be reached, it may require all matters in dispute to be referred to a three-member arbitration board. The parties are to assume the costs of their appointees and share equally the costs of the chairman. Arbitration proceedings are to commence within 30 days after the appointment of the chairman, and the award must be made within 60 days, unless the parties extend this period by written agreement.

Every agreement or decision of an arbitration board is subject to the approval of the Lieutenant-Governor in Council and, where required, the enactment of appropriate legislation. An agreement or award so approved, with such changes as may be made by the Lieutenant-Governor in Council, is binding on the parties.

An agreement or award may not have retroactive effect. It must fix the period during which it is to remain in effect, which, notwithstanding any law to the contrary, may be longer than a year, and is to continue in force until replaced.

The Act in Manitoba providing for the arbitration of labour disputes affecting firemen and municipal fire departments was amended. The Act forbids firemen to strike or a municipality to cause a lockout of firemen. The Act as enacted was declared to apply only to firemen represented for bargaining purposes by a certified trade union that had a no-strike clause in its constitution. The requirement that the trade union constitution had to contain a strike prohibition was deleted.

Where a collective agreement is in force, notice to bargain must be given by October 1 preceding the termination of the agreement. If there is no agreement, notice may be given at any time.

If no agreement has been reached by December 31, either or both of the parties may request that the Minister of Labour appoint an arbitration board. Provision is now made for an earlier application where the parties agree, or where either party maintains that there is no indication of possible agreement. The arbitration award must be made within 42 days of the date on which the chairman is appointed. The parties are now allowed to extend this period by agreement.

Public servants

In Newfoundland and the Yukon and Northwest Territories, provision was made for bargaining for civil servants. Alberta and Manitoba amended their civil service bargaining legislation. Québec set up a new government department to deal with civil service matters.

An Act providing for collective bargaining between the Government of the province and civil servants, other government employees and hospital employees was passed by the Newfoundland Legislature. It is to be proclaimed in force. The Public Service (Collective Bargaining) Act, 1970, affirms the right of these employees to organize, bargain collectively and withhold their services where agreement is not reached. The actual bargaining system is to be established by regulations.

The Act authorizes the Government to negotiate on its own behalf and for other named employers. The following are designated as employers for purposes of collective bargaining, along with the provincial Government and its agencies: Crown corporations; all boards, commissions and similar bodies whose wages or salaries are paid entirely or mainly from public funds; the Board of Commissioners of Public Utilities; the Workmen's Compensation Board; and hospitals. A private hospital may be excluded from the Act on written notice to the President of the Treasury Board, and may be included again by similar notice. If a private hospital is excluded, the Lieutenant-Governor in Council is empowered to determine the extent to which, and the terms and conditions upon which, it is entitled to public subsidy.

The Act will not apply to the Constabulary Force of Newfoundland in view of the enactment of the Constabulary Act, 1970. At present, Crown corporations and hospitals are covered by the Labour Relations Act. Hospitals are also governed by the Hospital Employees (Employment) Act, 1966-67, which prohibits strikes by hospital employees, picketing of hospital premises, and lockouts by hospital employers. This Act is to be repealed on proclamation of the Public Service (Collective Bargaining) Act.

The Act states that, subject to the regulations, employees may organize themselves into a bargaining unit or units for their mutual interest and for negotiating salaries and wages, pensions and working conditions. Also subject to the regulations, the bargaining unit has the right to withdraw the services of the employees it represents if a mutually satisfactory agreement is not reached.

The regulations will deal with such other matters as: recognition of bargaining units; government negotiators; manner of negotiation; designation of employees or classes of employees who may not withdraw their services; declaration of a state of emergency in the public service or a part of it and forbidding the withdrawal of services or, where a strike is in effect, ordering the employees or specified employees back to work; and establishment of bodies to deal with grievances, classification of employees and arbitration, and exemptions.

The regulations are to provide for binding arbitration in the settlement of disputes involving designated employees or classes of employees whose services may not be withdrawn, and those who, in a declared state of emergency, are forbidden to withdraw their services or ordered to return to duty. Fines imposed under the regulations may not exceed \$25 in the case of an employee and \$1,000 in the case of a bargaining unit for each day that an offence continues.

The Québec Legislature created a separate Government department to deal with matters related to the public service. The Civil Service Department Act was passed for purposes of greater co-ordination and centralization of administrative services, and because collective bargaining in the public service necessitated a central agency under a minister. Among other functions, the Civil Service Department will negotiate collective agreements on behalf of the Government with certified employee associations in the civil service and co-ordinate their application.

As a substitute for mediation by a three-member board and final decision by the Lieutenant-Governor in Council on matters on which agreement could not be reached, amendments to the Manitoba Civil Service Act have established binding arbitration as the final step in collective bargaining between the association representing government employees and the Government of the province. Unsettled disputes are to be submitted to a three-member arbitration board. If the two members fail to nominate a chairman within the time fixed, he is to be chosen by the Chief Justice of the province. The board is to render its decision within 14 days, or within a longer period agreed to by the parties or allowed by the Minister. The parties are required to prepare a collective agreement incorporating the award.

The collective bargaining procedures formerly applicable to the Manitoba Telephone System, the Manitoba Power Commission, Manitoba Hydro, and the Liquor Control Commission were extended to cover all Crown corporations. Under these procedures, disputes are to be settled through binding mediation, unless one of the

parties refuses to accept the award of the mediator board. In such cases, the Lieutenant-Governor in Council is required to hold a hearing and to make an order confirming or varying the award of the mediation board. If a declaration of essential work is made by the Lieutenant-Governor in Council, a strike or lockout is forbidden. If no such declaration is made, a strike may occur within 60 days after the results of a Board-supervised strike vote are announced.

An Act to amend the Public Service Act of Alberta made a change in collective bargaining procedures for civil servants by adding a mediation stage similar to the one already established in the Crown Agencies Employee Relations Act, 1968. Under the Act, notice to negotiate must be accompanied by proposals regarding the terms and conditions of employment that the party giving notice wishes to negotiate. A six-member negotiating committee, representing both sides, is to make recommendations regarding these proposals.

Hitherto, in cases where the committee was unable to make recommendations regarding all proposals, or where either party rejected any of the recommendations, the Executive Council and the Civil Service Association of Alberta were required to meet in order to reach agreement, and the Executive Council made the final decision. Provision is now made for an intermediate step—the referral of all unsettled proposals to an ad hoc three-member mediation board for non-binding recommendations. If any are rejected, and negotiations between the Executive Council and the Association fail to bring about an agreement, the Executive Council will hand down a binding decision.

An Ordinance providing for collective bargaining by employees of the public service of the Yukon Territory was assented to on April 16, 1970, and went into force on July 22. The Yukon Public Service Staff Relations Ordinance is similar to the federal Public Service Staff Relations Act and the New Brunswick Public Service Labour Relations Act. Managerial and confidential employees are excluded from collective bargaining, and designated employees whose services are essential for the safety and security of the public and public buildings are denied the right to strike.

Like the federal Act, the Ordinance provides that a certified union may choose between two dispute settlement procedures: binding arbitration, or reference of a dispute to a conciliation board, with the right to strike. As under the New Brunswick Act, picketing is prohibited during a strike, and the employer is not permitted to replace striking employees. The Ordinance provides for

the establishment of a board (the Yukon Public Service Staff Relations Board), and the members of the federal Public Service Staff Relations Board have been appointed as the members of the Yukon board under the Ordinance. The Public Service Alliance of Canada was certified on September 30, 1970, as bargaining agent for employees of the Government of the Territory.

A 1969 amendment to the Public Service Ordinance of the Northwest Territories granted bargaining rights to public service employees and provided that collective bargaining disputes were to be submitted to arbitration under the Arbitration Ordinance. The Ordinance went into force on September 9, 1969. Where a collective agreement fails to provide for the determination of disputes arising during its term, without stoppage of work, such disputes are also to be decided by arbitration.

The Commissioner is authorized to enter into a collective agreement with an employees' association (defined as "an association of public service employees incorporated by an Ordinance empowering it to bargain collectively"). The agreement will bind the Commissioner, the employees' association and the members of such association.

The Ordinance provides that no dues paid by employees to an employees' association may be used, directly or indirectly, on behalf of any political party or candidate for political office.

Under an Ordinance assented to on October 10, 1969, and in force from January 1, 1970, the Northwest Territories Public Service Association was constituted as an association in which employees within the meaning of the Public Service Ordinance are eligible for membership. The Association is empowered to enter into collective bargaining negotiations with the Government of the Territories.

Labour injunctions

In line with recommendations of the Rand Royal Commission, Ontario has prohibited ex parte injunctions in labour disputes, by an amendment to the Judicature Act.

An interim injunction may still be granted for a maximum period of four days, if two days notice has been given to the persons concerned. Now, however, the court must be satisfied that reasonable efforts to obtain police protection have been unsuccessful. Evidence to support

an application for an injunction must be given by affidavit, and must be confined to statements of fact within the knowledge of the person concerned. This person may be brought to court for cross-examination. The parties to the dispute are no longer required to be in an employer-employee relationship.

In emergency situations (where delay would result in irreparable damage or injury, breach of the peace or interruption of an essential public service), reasonable notice, by telephone or otherwise, may be substituted. Notice may be dispensed with, only where it is shown that it could not be given. Proof that the emergency exists, and that less than two days notice is necessary, or that notice could not be given, must be established by viva voce evidence, which is subject to cross-examination.

Misrepresentation or withholding of evidence by or on behalf of an applicant for an injunction is to constitute contempt of court. The judge's decision in labour injunction proceedings may be appealed to the Supreme Court.

In an amendment to the Queen's Bench Act, the Manitoba Legislature forbade the Court of Queen's Bench to grant injunctions that would require a person to perform services for his employer or restrain freedom of speech. A person is not to be held in contempt of court merely because he refused, neglected or omitted to perform work or personal services for his employer.

"Exercise of the right to freedom of speech" is defined as communication of information on a public thoroughfare by true statements, whether orally, through printed material, or by any other means. The prohibition against the issue of an injunction restraining the exercise of a person's right to freedom of speech does not affect the enforcement of laws or by-laws respecting the use of public thoroughfares, protection of public property, general conduct of persons in public places, or restrictions against the making of certain types of statements through hate literature or by defamation.

Collective agreement decrees

An Act to amend the Québec Collective Agreement Decrees Act was passed, enabling the Government to abrogate any regulation made by a parity committee administering a decree under the Act, and providing for the suspension of the powers of a committee in certain circumstances.

The Lieutenant-Governor in Council is authorized, after consultation with the Advisory Council on Labour and Manpower, to make general regulations that would prevail over any inconsistent provisions or regulations of a parity committee. The Act also permits the Minister of Labour and Manpower to suspend the powers of a parity committee and appoint an administrator to act in its stead for such period as he may determine. This action may be taken only after an inquiry under the Public Inquiry Commission Act has been held, and if the Minister considers that there has been misconduct on the part of one or more members, or that the committee has been seriously remiss in the performance of its duties.

Another Act enacted in Québec—cited as an Act respecting supplemental pension plans established by collective agreement decrees—transferred to the Québec Pension Board the administration of pension plans established by decrees under the Collective Agreement Decrees Act and the Construction Industry Labour Relations Act. The parity committee is to collect the contributions of employers and employees subject to a decree, and remit them to the Board; or the Board, if so authorized by the Lieutenant-Governor in Council, may itself collect the contributions.

Moneys collected are to be entrusted to the Québec Deposit and Investment Fund, the provincial agency that invests the funds accumulated under the Québec Pension Plan. The Board must keep the investments of every plan separate from its own investments. **In investing funds derived from construction industry pension plans, the Québec Deposit and Investment Fund is required to give priority to investments that would promote the construction industry.** The Québec Pension Board must report annually to the Minister of Labour and Manpower.

A joint advisory council, consisting of a representative of the Department of Labour and Manpower and six employer and six employee representatives chosen by their respective associations subject to decrees, is to advise the Québec Pension Board and the Deposit and Investment Fund concerning the administration of the pension plans contemplated by the Act.

A person who is dissatisfied with a decision of the Board regarding his eligibility for benefits or the amount of benefits payable to him under a pension plan may request that the Board re-examine the question; and if he is not satisfied with the Board's decision he may, within 90 days, appeal to the Labour Court for a ruling on the matter.

Québec Construction Industry Labour Relations Act

A general regulation respecting job security in the construction industry (LG, August 1970, p. 579) was issued on May 2, based on the recommendations of Judge Allen B. Gold, who was named as arbitrator in the construction decrees. The job security system is based on the principle that priority in hiring should be given to permanent workers in the industry, as opposed to those who take temporary employment as construction workers, though employed in other occupations.

Thus, workers are classified as permanent (professional), reservist (non-professional) and regular (employees who have worked for one employer), and priority in employment is to be given to permanent employees in each of the regions governed by a decree. A regular employee may be either a provincial or regional employee. The status of an employee is determined by the number of hours he has been employed in the industry during the previous year or in the past three years, and by his competence.

Fundamental to the system is the compulsory registration of all workers and all employers in the industry. In preparation for the introduction of the new system, the Department requested that construction workers throughout the province register with provincial Manpower Centres in the month of February, and a large proportion of workers registered. Manpower Centres, which are under the jurisdiction of the Department of Labour and Manpower, operate regionally and locally.

The Department issues to each worker a free identification card. This card, which must be renewed annually on its anniversary date, provides the employment agency as well as the eventual employer with complete data as to the holder, thus facilitating control and hiring of manpower. Any time the employee goes to an employment agency to register as unemployed or to obtain employment, he must take his card.

Employers may hire their regular employees directly, after notifying the Manpower Centre. Provincial regular employees must be employed for province-wide work, and regional regular employees for work in the region. Permanent employees may be hired through Manpower Centres or union hiring halls. Reservists may be hired only through Manpower Centres.

Hiring criteria to be observed, in order of importance, are: the employee's field of competence; his status (regular, permanent, reservist); his region; and his unemployment seniority. An employee may be considered as permanent or reservist in only one region, the region of his choice.

Employment agencies must observe the following order of employment priority: (1) permanent employees of the region where the work is being done; and (2) permanent employees of other regions who register with the employment agency and declare themselves available for work in one or more regions. If more workers are required, reservists may be hired, but, as indicated above, only through Manpower Centres.

The Manpower Centre is to give reservists temporary working permits valid for the duration of the construction project. The order of priority in hiring is: (1) reservists of the region where the work is being carried out; (2) reservists of other regions who have made their availability known to Manpower Centres; and (3) reservists who have worked the greatest number of hours, due regard having been taken of their competence for the work. An employer who employs a reservist without a valid work permit is subject to penalty. **Once a reservist is hired through proper channels, and holds a work permit, he may not be replaced by a permanent employee. In case of a dismissal at the job site, reservists are to be dismissed first, in the reverse order of their hiring.**

To supervise the application of the regulation and the operation of "quantitative control" in the industry, a multipartite commission is to be established, consisting of three departmental representatives designated by the Minister, six employer representatives and six union representatives. The commission will be given authority to deal with questions involving employee status. It may also recommend to the Minister improvements in the job security scheme.

The effective date of the general regulation, which had been fixed as November 10, 1970, was postponed to January 1, 1971. At the same time a number of changes were made in the order.

Ontario Labour-Management Arbitration Commission Act, 1968

The Ontario labour-Management Arbitration Commission, set up early in 1970 with a view to making available an increased number of competent arbitrators for the

arbitration of grievance disputes, has issued general regulations. The Commission is a seven-number body equally representative of employers and employees, with a County Court Judge as Chairman.

Other functions of the Commission are to make administrative arrangements for the conduct of arbitrations, sponsor training programs for arbitrators, sponsor publication and distribution of information, and sponsor research into arbitration processes and awards.

The regulations provide for the appointment of a Registrar, who is to maintain a register of approved arbitrators and perform other functions on behalf of the Commission.

A person applying for approval as an arbitrator must furnish information, on a prescribed form, concerning: date of birth, education, employment record, other relevant experience, arbitration experience (whether in labor arbitrations or other, nominee for company or union or other and number of times), specialized training or knowledge, preference for arbitration in such specialty, and number of days available in a month. The regulations set out also the procedure to be followed where a request is made to the Commission for a list of arbitrators.

Where only one party applies for a list of arbitrators, it must state whether the other party has concurred in the application, set out the nature of the grievance, and attach a copy of the grievance and collective agreement. If the other party has not concurred in the application, a copy must be mailed to him on the same date.

An arbitrator, appointed by the parties without an application having been made to the Commission, must notify the Commission within 10 days of his appointment.

An arbitrator must, within 10 days of issuing an award, file a copy of it with the Commission. The Registrar must keep a record of each award and, upon payment of the prescribed fee, furnish a copy of an award to any person requesting it.

The regulations fix the fees that the Commission may collect for services it provides to employers and employees. In lieu of the fees prescribed, a party may elect to pay an annual fee, which varies with the number of employees subject to the collective agreement (from \$25 where there are less than 100 employees to \$200 where there are 2,000 or more employees).

Price indexes

Consumer, November

The consumer price index (1961 = 100) was unchanged in November from its October level of 130.3. It was 2.3 per cent above its November 1969 level, reflecting the lowest rate of increase in a 12-month period since the year ending 1965.

The food index declined 0.8 per cent to 127.5 from 128.5, the largest October-November decline in over 10 years. The price level for meat, fish and poultry decreased 1.9 per cent, mainly because of an unusually large one-month decline of 5.1 per cent in pork prices. Beef prices declined 1.2 per cent. Among poultry items, the price of chicken declined 1.5 per cent and turkey prices advanced 1.6 per cent. Egg prices declined 5.2 per cent and were almost 25 per cent lower than a year ago; milk and cheese prices were slightly lower.

Fruit prices declined, on average, 5.0 per cent. Grapefruit decreased 40 per cent and bananas 18 per cent; but oranges increased 5.6 per cent. Vegetable prices advanced 0.3 per cent as increases for celery, tomatoes, cabbage and potatoes outweighed declines for lettuce, carrots, onions and turnips. In bakery and cereal products, the price of bread declined 0.2 per cent. Among

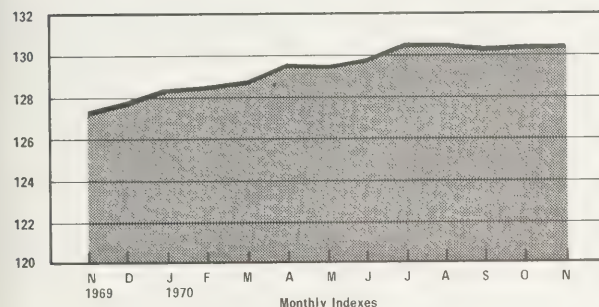
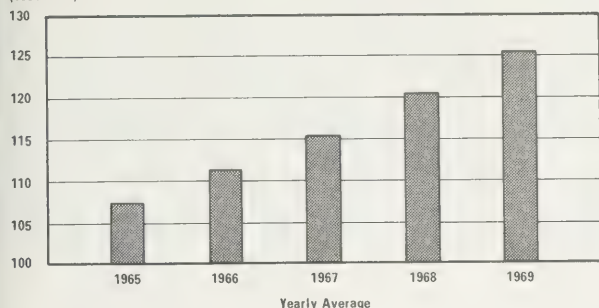
other groceries, there was an increase of 11.5 per cent in infants' food, attributed to a return to regular prices from specials in a few large cities. Jelly powders decreased by almost 5 per cent because of severe price cutting in many locations.

In the latest 12-month period, the total food index declined 1.0 per cent as food consumed in the home decreased in price by 1.9 per cent and restaurant meals advanced by 5.1 per cent in the same period.

Because of increases in the shelter and household operation components, **the housing index advanced 0.4 per cent** to 133.3 from 132.8. It was 5.0 per cent above its level of a year earlier, mainly because of increases of 0.8 per cent for new houses and property taxes, and of 1.2 per cent for homeowner repairs. Rents advanced 0.1 per cent. A rise of 0.3 per cent in the household operation component reflected price increases for: fuel oil 1.6 per cent, furniture 0.4 per cent, textiles 0.8 per cent, and utensils and equipment 0.4 per cent. The prices of household supplies bought in supermarkets—detergents, bleaches and scouring powders—declined 0.5 per cent on the average.

Consumer Price Index

(1961 = 100)



The clothing index increased 0.2 per cent to 128.4 from 128.2 and was 1.7 per cent higher than in November 1969. Increases in the components for men's wear 0.7 per cent, children's wear 1.1 per cent, footwear 0.1 per cent, and piece goods 0.4 per cent were partly offset by a 0.5 per cent decrease in the women's wear index. Prices advanced generally for men's and children's wear items, the largest increases being for men's overcoats, boys' parkas, girls' winter coats, snowsuits and infants' diapers. There were general price decreases for women's wear, most pronounced for cloth and fur coats, skirts and wool dresses.

The transportation index increased 0.5 per cent to 125.8 from 125.2, mainly because of the introduction of 1971 automobile prices; and was 3.3 per cent higher than a year ago. Gasoline prices rose 0.4 per cent because of increases in some Ontario and Québec cities. Train fares declined seasonally by 2.6 per cent.

The health and personal care index decreased 0.3 per cent to 140.8 from 141.2 as a result of lower pharmaceutical and personal care prices—the largest October-November decrease since before 1961. Among pharmaceuticals, there were small increases for prescriptions

in Edmonton and in some Ontario cities. The price level for personal care items declined as lower prices for toothpaste and cleansing tissues outweighed higher prices for toothbrushes and face powder.

The recreation and reading index rose 0.5 per cent to 133.7 from 133.1 because of an increase of 0.7 per cent in the recreation component. Sports equipment prices increased 2.9 per cent as a result of higher prices for hockey sticks and ice skates in most cities across Canada. Motion picture admission prices advanced 1.9 per cent, reflecting increases in a number of cities. Among other recreational items, film and processing charges increased, and bicycle prices declined slightly.

The tobacco and alcohol index was unchanged at its October level of 126.4, although there were slight decreases in cigarette and tobacco prices. The index was 0.1 per cent above its level of November 1969.

City consumer, November

The consumer price index (1961 = 100) declined in three regional cities and city-combinations and increased in seven.

Food indexes recorded movements ranging from a decrease of 1.4 per cent in Winnipeg to an increase of 1.3 per cent in Vancouver; mixed movements were registered also in the housing and clothing components. Transportation indexes advanced in all cities because of higher prices for 1971 model automobiles. In the health and personal care group, indexes declined in six cities, rose in one, and remained unchanged in three. Increased prices for sporting goods were chiefly responsible for increases in the recreation and reading indexes in all cities. Tobacco and alcohol components were unchanged.

Regional consumer price index point changes between October and November were: Vancouver +.6 to 123.9; Halifax +.5 to 124.8; Saint John +.5 to 123.9; Montreal +.5 to 124.1; Edmonton-Calgary +.4 to 126.1; Toronto +.2 to 127.3; Ottawa +.1 to 127.6; St. John's -.2 to 121.0; Winnipeg -.2 to 126.9; Saskatoon-Regina -.3 to 121.8.

Wholesale, November

The general wholesale index declined 0.2 per cent in November to 283.8 from the October index of 284.5. It was 0.3 per cent higher than the November 1969 index

of 283.0. Five of the eight major group indexes were lower, two advanced, and the remaining group—non-metallic mineral products—was unchanged at 220.1.

The non-ferrous metals products group index declined 1.5 per cent to 268.0 from 272.0, reflecting sharp price decreases for copper and its products. A decrease of 0.4 per cent to 315.7 from 316.9 in the animal products group index was responsible for lower prices for cured and fresh meats. There were decreases of 0.2 per cent or less in three major group indexes—textile products to 256.5 from 257.0, wood products to 375.2 from 375.5, and iron products to 305.5 from 305.8.

An increase of 0.4 per cent to 229.3 from 228.4 in the chemical products group index reflected higher prices for soaps and detergents. The vegetable products group index advanced slightly to 239.3 from 239.2.

U.S. consumer, November

The United States consumer price index (1957-59 = 100) increased 0.3 per cent in November to 137.8, both before and after adjustment for normal seasonal factors. The increase in the overall index was slowed by stable, or even declining, average food prices. The prices of some foods increased; others, such as meat, declined. Gasoline prices declined after a large increase in October. Taken as a group, other prices continued to rise strongly. The index for services, dominated by residential gas, water and sewage rates, advanced 0.6 per cent, and was 8.4 per cent higher than a year earlier. There were continuing increases in the cost of apparel, household durable goods and new cars.

Compared with November 1969 the general category of home ownership increased 10.2 per cent. Public transit rose 15.8 per cent and medical care services advanced 8.1 per cent. The index for food, particularly meat, shows that the group—meats, poultry and fish—was 0.1 per cent below the level of a year ago and 3 per cent lower than three months ago. The index for all food purchased in stores, as distinct from restaurant meals, rose 2.5 per cent over the year, and 1.3 per cent in the last 3 months.

British retail, September

The British index of retail prices (January 16, 1962 = 100) was 141.5 compared with 140.8 at August 18 and 132.2 at September 1969. The rise was due to increases in prices or charges for milk and many other goods and services.

Food: The index for items of food whose prices show significant seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 129.4, and for all other items of food, 143.5. Increases in the average prices of milk, cakes, tomatoes and runner beans, were partly offset by reductions in the average prices of apples, potatoes and onions. The index for foods, the prices of which show significant seasonal variations, declined 2 per cent to 129.4 compared with 132.0 in August. The index for the food group as a whole rose by less than 1 per cent to 140.6, compared with 139.5 in August.

Housing: The average levels of prices of materials used for house repairs and decoration, and rents of dwellings let unfurnished, increased. The index for the housing group as a whole rose by less than 0.5 per cent to 159.8, compared with 159.3 in August.

Fuel and light: Mainly because of rises in the prices of electricity and coke in some areas, the index for the fuel and light group, taken as a whole, increased about 0.5 per cent to 143.9 compared with 143.1 in August.

Clothing and footwear: There were increases in the average levels of prices of most items of clothing and footwear, and the group index figure rose nearly 0.5 per cent to 125.7 compared with 124.6 in August.

Transport and vehicles: An increase in the average level of car insurance premiums was chiefly responsible for the rise of less than 0.5 per cent in the index for the transport and vehicles group as a whole. The group index figure was 135.1 in September compared with 134.7 in August.

Miscellaneous goods: There were increases in the average level of prices of many articles included in this component, and the group index rose by 0.5 per cent to 145.0 compared with 144.1 in August.

Services: Because of rises in the average level of charges for such services as laundering, shoe repairing and hair-dressing, the index for this group as a whole increased 0.5 per cent to 157.6 compared with 157.1 in August.

During the past 12 months, the cost of living in Britain rose 7.5 per cent.

New cure for an old ailment

A report commissioned by the Government of Nova Scotia makes suggestions to cure the ailments inherent in the province's construction industry. Prepared by Dr. H. D. Woods, Dean of Arts and Science at McGill University, the report—titled, *Report of the Commission of Enquiry into Industrial Relations in the Nova Scotia Construction Industry*—proposes an overhaul of the machinery of dispute resolution in areas recently torn by labour-management conflict.

In his introduction, Dr. Woods notes the peculiarities of the construction industry that lead to instability: employment is often short-term; unions are treated as labour brokers by some companies; and the security-conscious union is often the only permanent institution to which the worker can attach himself.

The report's recommendations are geared to finding effective machinery to overcome the fundamental instability of the industry. Solutions must be sought through renewed attempts at company-union understanding by the parties directly involved, changes in the Nova Scotia Trade Union Act to eliminate some of its inflexible and unsuitable aspects, and organizational and procedural improvements of the machinery of dispute resolution in each of the areas in which disputes are likely to occur.

The provincial Government's basic elements of public policy in labour relations are sound, says Woods—however, he adds, “the application of policy has been somewhat confused and confounded because of the failure of the law to recognize the need for specialized facilities tailored to meet the circumstances of construction labour relations.”

Included among the major recommendations are:

Better machinery is needed to speed up the procedural systems that have prolonged the time needed by unions to achieve certification for bargaining groups.

Inter-union conflicts in the field of jurisdictional disputes would be handled by giving the Labour Relations Board the power to investigate complaints by unions that agreements are being “undermined through subcontracting.” Additions to the Trade Union Act would guard against the use of subcontract clauses to nullify negotiating rights already achieved by another union.

The current “disorder” in the field of work assignment jurisdiction should be remedied by the companies and unions themselves, who should get together to create the necessary machinery. As a second line of defence, the Labour Relations Board would be empowered to adjudicate those jurisdictional problems that the parties directly involved were unable to solve.

The Construction Industry Panel would be created as a special division of the Labour Relations Board. The Panel's duties would include determining geographic bargaining unit areas, union certifications and employer accreditations. Also suggested are formation of a union-management council to make recommendations furthering the general improvement of relations in the industry, and the naming of a trouble-shooter for the industry by the Nova Scotia Government.

Provincial conciliators would have the right to intervene in a dispute at the request not only of the parties involved, but also at the discretion of the minister of labour.

Regulations curtailing use of the strike and lockout should be relaxed to permit a union to strike or a company to lock out one month after the notice to begin bargaining has been given, one month after the parties involved have jointly requested conciliation service, and after the expiration of an agreement that is being renegotiated by the parties involved.

The clash of interest between unions and the federal Manpower Department over retraining should be dealt with at a conference bringing together employer associations, the unions and the Department. Object of the conference would be to reach a formula for finding jobs for graduates of Manpower training programs.

Dr. Woods continues: **“If such a conference fails to produce a satisfactory agreement, the Nova Scotia Government should seriously consider adopting for the construction industry the proposal of the Task Force on Labour Relations that hiring halls be operated by the Manpower Centre with assistance of advisory boards from the construction unions and construction industry associations.”**

Unemployment Insurance report

The number of claims filed in Canada during October, 142,000, was 21,000 or 17 per cent greater than the equivalent number of claims filed in September, and 18,000 or 14 per cent greater than the number filed in October 1969. Compared with September 1970, initial and renewal claims increased in all provinces except Nova Scotia, where a 5 per cent decrease in renewal claims took place. Claims filed increased by greater than 20 per cent in Newfoundland, Prince Edward Island, New Brunswick, Saskatchewan, and Alberta. Larger than average claim increases in these provinces are usual at this time of year and may be associated with the termination of certain seasonal employment activities.

Compared with October 1969, claims filed were fewer in provinces of the Atlantic region and Saskatchewan; in all other provinces, claims were from 9 per cent to 65 per cent greater. On October 30, 1970, there were 399,000 claimants for unemployment insurance, 8,000 or 2 per cent more than on September 30, 1970, and 119,000 or 42 per cent more than on October 31, 1969.

Compared with the male claimant count last month, increases occurred in all provinces except Prince Edward Island and Québec, where there were decreases of 10 per cent and 5 per cent. In a comparison of the equivalent female claimant counts, decreases occurred in Québec, Ontario and Manitoba. Compared with the claimant count at the end of October 1969, the count

this October was greater in all provinces except Newfoundland, where the total count, responding to a decrease among males, was 3 per cent lower. The number of claimants was more than 50 per cent higher than last year in Ontario and all western provinces excluding Saskatchewan.

The average weekly estimate of beneficiaries in October, 292,000, was 32 per cent higher than in September, and 67 per cent higher than in October 1969. Benefit payments totalled \$40.4 million in October, \$37.7 million in September and \$25.5 million in October 1969. The average weekly benefit payments for these three months were \$34.62, \$34.11, and \$32.52.

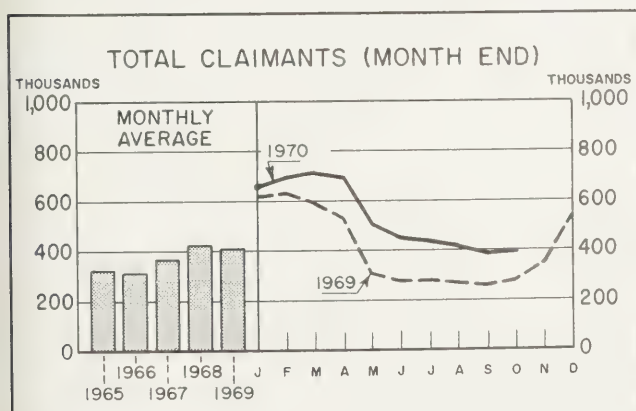
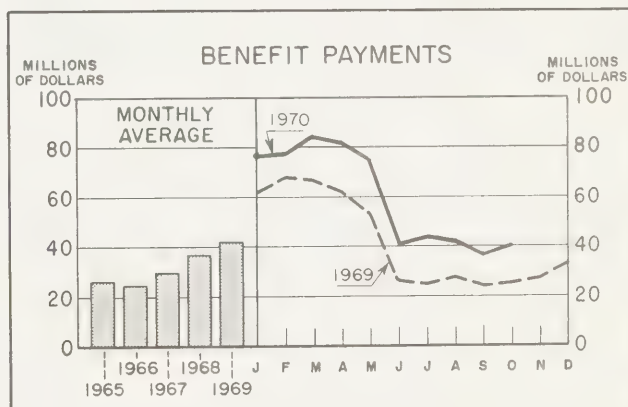
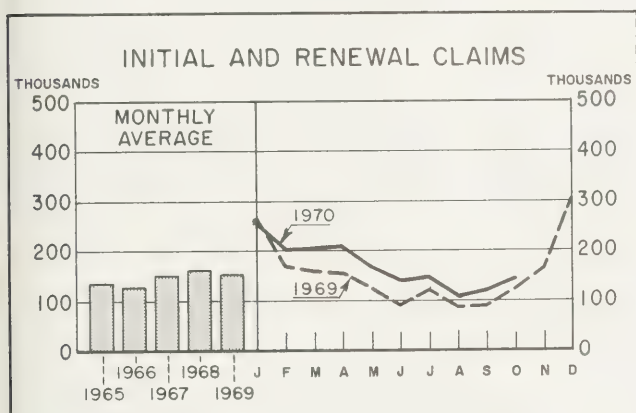
New cases of recorded unemployment totalled 58,000 during September, an increase of 30 per cent over the September 1969 total of 45,000. Except in Newfoundland, where the claim load was unchanged from the same month of last year, the number of new cases increased in all provinces by proportions ranging from 15 per cent in Nova Scotia and New Brunswick to approximately 70 per cent in Manitoba and Alberta. The numerical increase in the number of new cases in Ontario and Québec was equivalent to two thirds of the total number of new cases.

The increase in the number of claims from the industrial sectors of manufacturing and service comprised 77 per cent of the total increase in the claimant load over October 1969. Generally, 67 per cent of the increase in new cases came from manufacturing and service sectors in the province of Québec, Ontario and British Columbia.

Summary Table

Activity	October 1970	September 1970	October 1969	Cumulative Data	
				January to October 1970	12 months ending October 1970
(in thousands)					
Insured population at end of month	—	5,609	5,518		
Initial and renewal claims filed:					
Total.....	142	121	124	1,701	2,168
Initial.....	100	84	89	1,259	1,613
Renewal.....	42	37	35	442	555
Claimants currently reporting to local offices.....	399	391	280	533*	518*
Beneficiaries (weekly average).....	292	221	174	401*	367*
Weeks compensated.....	1,166	1,106	785	17,058	18,865
Benefit paid.....	40,365	37,737	25,527	582,400	658,015
Average weekly benefit.....	\$34.62	\$34.11	\$32.52	\$34.14	\$34.88

* Monthly average.



Certification

The Canada Labour Relations Board met for three days during December. It granted five applications for certification, rejected two, and ordered two representation votes. During the month, the Board received nine applications for certification allowed the withdrawal of one, and one request for review of an earlier decision.

Applications for certification granted

Le Syndicat des Journalistes de Montréal Inc. (CSN) on behalf of a unit of employees employed by Radio Laval Inc., Montréal, Qué., at Radio Station CKLM (LG, Dec. 1970, p. 881). L'Union des Artistes de Montréal had intervened.

Syndicat des Employés de l'Aviation Régionale (CSN) on behalf of a unit of pilots, mechanics' helpers and clerks employed by Gagnon Air Service Ltd., Chicoutimi, Qué. (LG, Dec. 1970, p. 881).

United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 254, on behalf of a unit of welders, plumber-fitters, and apprentices employed by Atomic Energy of Canada Limited at its Whiteshell Nuclear Research Establishment, Pinawa, Man. (LG, Jan., p. 50).

Grain Workers Union, Local 33, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of a unit of scalemen and elevatormen employed by Columbia Containers Ltd. at its grain elevator in Vancouver, B.C. (LG, Jan., p. 50).

International Association of Machinists and Aerospace Workers on behalf of a unit of contamination monitors and R.I.S. monitor—operators employed by Atomic Energy of Canada Limited at its Whiteshell Nuclear Research Establishment, Pinawa, Man. (LG, Jan., p. 50).

Applications for certification rejected

International Brotherhood of Electrical Workers, Local 530, applicant, Huron Cable TV Limited, Sarnia, Ont., respondent, and D. Singleton, et al., interveners (LG, Feb., p. 120). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, P. L. Porter Trucking Ltd., Burnaby, B.C., respondent, and Canadian Brotherhood of Railway, Transport and General Workers, intervener (LG, Jan., p. 50). The application was rejected because it was premature, as 10 months of the term of the existing collective agreement between the respondent and intervener had not expired.

Representation votes ordered

Association of Canadian Television and Radio Artists, applicant, Radio Station CFRA Ltd., Ottawa, Ont., respondent, and Lowell Green, et al., interveners (LG, Dec. 1970, p. 881) (Returning Officer: G. A. Plante).

Fuel, Bus, Limousine, Petroleum Drivers & Allied Employees, Local 352, Miscellaneous Workers, Wholesale and Retail Delivery Drivers and Helpers, Local 351, Cartage and Miscellaneous Employees Montreal and Vicinity, Local 931, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Pan American World Airways Inc., Toronto, Ont., respondent, (LG, Dec., 1970, p. 881) (Returning Officer: H. A. Fisher).

Applications for certification received

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of drivers and mechanics employed by Maurice Guillemette Inc., St-Gregoire, Qué. (Investigating Officer: R. G. Dorion).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Voyageur (1969) Inc., Montréal, Qué. (Investigating Officer: S. T. Payne).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of Wallace Warehouse & Cartage Limited, Moncton, N.B. (see also Applications for Certification Withdrawn, below).

International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 574, on behalf of a unit of employees of Consolidated Bathurst Ltd., New-Richmond, Qué., engaged in loading and unloading boats (Investigating Officer: R. G. Dorion).

International Association of Machinists and Aerospace Workers, on behalf of a unit of refuellers employed at Ottawa International Airport by Canadian Autocare Limited, Ottawa, Ont. (Investigating Officer: G. A. Plante).

Syndicat des Employés du Transport Provincial (CSN) (section Chauffeurs, division Voyageur), on behalf of a unit of drivers employed by Voyageur (1969) Inc., Montréal, Qué. (Investigating Officer: S. T. Payne).

Cartage and Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and other employees employed by J. N. Brockelsby Transport Limited, Montréal, Qué. (Investigating Officer: R. G. Dorion).

International Association of Machinists and Aerospace Workers, on behalf of a unit of announcers and others employed by Radio Sept-Iles Inc. (CKCN), Sept-Iles, Qué. (Investigating Officer: R. G. Dorion).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of bus drivers and maintenance employees employed by Trailways of Canada Limited, Thornhill, Ont. (carrying on business under the name of Travelways) (Investigating Officer: K. Hulse).

Application for certification withdrawn

Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Wallace Warehouse & Cartage Limited, Moncton, N.B., respondent (see also Applications for Certification Received, above).

Request for review withdrawn

The Board allowed the withdrawal of a request under Sec. 61(2) of the Act for review of its order dated February 23, 1949, which certified the Federation of Telephone Workers of British Columbia as bargaining agent of a unit of employees of British Columbia Telephone Company, Vancouver, B.C.

Conciliation

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:

Chapman Transport Limited, Kelowna, B.C., and General Truck Drivers and Helpers Union, Local 31, and General Teamsters Union, Local 181 (representing operating and maintenance employees) (Conciliation Officer: George W. Rogers).

Cape Breton Development Corporation, Coal Division, Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 509 (representing Technicians) (Conciliation Officer: C. A. Ogden).

Calgary Television Limited (CHCT-TV) Calgary, Alta., and National Association of Broadcast Employees and Technicians (Conciliation Officer: D. H. Cameron).

Canadian National Barge & Ferry Services, Okanagan Lake, B.C., and Canadian Merchant Service Guild (Conciliation Officer: George W. Rogers).

Canadian National Hotels Limited (Hotel Newfoundland) St. John's, Nfld., and Hotel and Restaurant Employees' and Bartenders' International Union, Local 779 (Conciliation Officer: W. J. Gillies).

Canadian Lake Carriers Association (representing those companies listed in Appendix "A" of existing collective agreement) and Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet).

Bell Canada (Directory Sales Representatives, Western Region) and Office and Professional Employees' International Union, Local 131 (Conciliation Officer: H. A. Fisher).

Channel Seven Television Limited (CJAY-TV) Winnipeg, Man., and National Association of Broadcast Employees and Technicians (Conciliation Officer: A. E. Koppel).

Brunterm Limited, Saint John, N.B., and International Longshoremen's Association, Local 273 (Conciliation Officer: C. A. Ogden).

Settlements by conciliation officers

Cape Breton Development Corporation, Coal Division, Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 509 (representing Technicians) (Conciliation Officer: C. A. Ogden) (See above).

Radio Futura Ltée (CKVL-AM and CKVL-FM) Verdun, Qué., and Le Syndicat général de la radio (CSN) CKVL (Conciliation Officer: R. G. Dorion) (LG, Feb., p. 122).

Davie Shipbuilding Limited, Levis, Qué., and Canadian Marine Officers Union (Conciliation Officer: S. T. Payne) (LG, Feb., p. 122).

Stanrock Uranium Mines Limited, Elliot Lake, Ont., and United Steelworkers of America (Conciliation Officer: H. A. Fisher) (LG, Feb., p. 122).

General Aviation Services Ltd., Montréal International Airport, and Lodge 2300, International Association of Machinists and Aerospace Workers (Conciliation Officer: S. T. Payne) (LG, Feb., p. 122).

Giant Yellowknife Mines Limited, Yellowknife, NWT, and Local 803, United Steelworkers of America (Conciliation Officer: George W. Rogers) (LG, Jan., p. 46).

The City of Whitehorse, Whitehorse, YT, and International Union of Operating Engineers, Local 115 (Conciliation Officer: A. A. Franklin) (LG, Jan., p. 46).

Canadian National Hotels Limited (Macdonald Hotel) Edmonton, Alta., and Hotel and Restaurant Employees' and Bartenders' International Union, Local 93 (Conciliation Officer: A. A. Franklin) (LG, Jan., p. 46).

Conciliation board reports received

Hull City Transport Limited, and Hull Metropolitan Transport Limited, and Amalgamated Transit Union, Division 591 (LG, Jan., p. 47). (Full text appears in Supplement No. 1, 1971).

Buffalo and Fort Erie Public Bridge Authority and General Truck Drivers' Union, Local 879 (LG, Jan., p. 47). (Full text appears in Supplement No. 1, 1971).

Reports of settlement by conciliation boards

Genaire (1961) Limited, Malton, Ont., and District Lodge 717, International Association of Machinists and Aerospace Workers (LG, Feb., p. 123). (Full text appears in Supplement No. 1, 1971).

Canadian National Hotels Limited (Chateau Laurier Hotel) Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (LG, Oct. 1970, p. 729). (Full text appears in Supplement No. 1, 1971).

Settlements reached after board procedure

Hull City Transport Limited, and Hull Metropolitan Transport Limited, and Amalgamated Transit Union, Division 591 (see above).

Sabena Belgian World Airlines (traffic agents, cargo agents and warehousemen, Montréal, Qué.) and Transport Workers Union of America, AFL-CIO, Air Transport Local 504 (LG, Dec. 1970, p. 879).

British Yukon Navigation Company Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (settlement reached with the mediation assistance of D. S. Tysoe) (LG, Feb., p. 123).

Strike terminated

Charterways Co. Limited—Mississauga Transit System, Mississauga, Ont., and Amalgamated Transit Union, Division 107 (Strike terminated on December 10 with the mediation assistance of T. B. McRae and K. Hulse.) (LG, Feb., p. 123).

Decisions of the umpire

A senior die cutter at an Ontario paper products factory responded to a two-month-long work stoppage by suing for unemployment insurance benefits. One of two head die cutters at the plant, and not a member of the union, he had found himself without a job after the company, responding to word of an impending strike by the certified union, locked out the blue-collar workers.

In his claim for benefits, the die cutter argued that he was against the work stoppage and would gladly have gone to work had not the company forbidden him to cross the union's picket line. According to the company records, the claimant was listed as one of the employees coming under the bargaining unit of the certified union. He had not contributed dues by the checkoff system, however.

The insurance commission turned down the die cutter's request. He then appealed to a board of referees, who made a ruling based on four conditions. In order to qualify for benefits, the claimant would have to satisfy the board on all four points. The board found that he satisfied the three conditions that follow: he opposed certification of the union, and voted against the strike, and therefore he did not personally take part in the dispute; he paid no union dues, and had not helped finance the dispute; and the other head die cutter had likewise shunned involvement, and therefore no member of the claimant's grade or class had taken part in the dispute.

It was on the fourth condition, however, that the die cutter ran into difficulties; and if he was unable to meet it, he would not be entitled to relief from the disqualification of wages during the work stoppage. It all hinged on whether he could prove to the board that he was not directly interested in the dispute or its outcome.

The die cutter appeared before the board and answered several questions concerning his possible interest in the dispute. Board member: "Would you have accepted the final company wage offer before the work stoppage?" Die cutter: "Yes." Board member: "Would you also accept the increase resulting from the strike action?" Die cutter: "Sure. I'll take whichever settlement gives me the most money. I don't care whether it's the original company offer or an offer forced out of the company by the union. The higher the wages, the better for me."

It was this exchange that spurred the board to reject the claim. It concluded that the die cutter's wages would be affected by the outcome of the dispute, and that he therefore had an interest in the work stoppage. The die cutter tried to have the decision overturned by the Umpire. He appealed on the grounds that it would have a detrimental effect on his fellow workers, his employer and himself if he refused to accept wage increases resulting either from the company's offer of an annual increase or the work stoppage settlement.

The Umpire also ruled against the die cutter. He could not prove he was not directly interested in the dispute, said the Umpire, "even though he is not in favour of a union and was quite satisfied with his rate of pay and working conditions."

The Umpire also translated the claimant's strike vote into a manifestation of his interest in the dispute. Although he had voted against the union, the die cutter had "participated in the dispute in a very direct way."

Railway arbitration



The following five disputes were dealt with by the Canadian Railway Office of Arbitration in Montreal on November 10, 1970. Three were dismissed and two were allowed.

Case No. 249. Dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Locomotive Engineers over payment to an engineman for being held at an away-from-home terminal after the expiration of his rest period.

The engineman's assignment was to take a train from his home terminal to another terminal. He requested eight hours rest with a two-hour call before being required to leave the away-from-home terminal to return to his home terminal. A train left the away-from-home terminal with another engineman on duty. The assignment, though not clearly worded in this respect, was to take both trains on the same day, with alternate days off.

According to the collective agreement, the engineman could not be required to leave his destination until he had had at least eight hours rest which he had requested and entered when booking in on the register. He was within his rights in booking rest, and the company could either hold up the train that he was assigned to take back to his home or find another engineer to take it in accordance with its schedule. It chose to follow the latter course. The train left and the grievor remained.

The grievor's next assignment was to take a train from his home terminal two days later. He was able to do this by deadheading home from his destination without pay the previous day. He was not scheduled to take that particular train on that day, but he claimed that he had been held at an away-from-home terminal and

that he was entitled to payment. In the arbitrator's opinion, the engineman was free to take his train at the appointed time, but because he did not do so, he could not claim that he was "held." The grievance was therefore dismissed.

Case No. 250. Dispute between the Canadian Pacific Express Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers and Station Employees over the claim of an employee for the time he was held out of service while being denied the position of unspecified clerk held by a junior employee.

There is no doubt that the grievor was able to perform the duties of unspecified clerk, but his claim was denied by the company because he did not have an Ontario chauffeur's license, although his duties included driving a company-owned car. The union contended that it was improper for the company to require an unspecified clerk to perform work of this nature, and that the grievor would be entitled to the job if this requirement were removed. Operating a company car was a regular requirement of the job in question, however. The arbitrator decided that, as the grievor was not qualified to perform this function, the grievance should be dismissed.

Case No. 251. Dispute between the Canadian Pacific Express Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the claim of eight in-trip clerks for 10 hours overtime pay each at the rate of time and a half for marking route books assigned to employees of departments other than the in-trip department.

The collective agreement states that, if the company requires that work be performed on a day that is not part of any assignment, it may be performed by an available extra or unassigned employee who would otherwise not have 40 hours of work that week; in all other cases, it must be performed by the regular employee. At issue was whether in-trip clerks could be considered "regular employees," as referred to in the agreement, and therefore given the assignment of marking route books, when required, on an overtime basis.

The arbitrator pointed out that the marking of route books was not a necessary part of the work of an in-trip clerk as such, but was done also by others who made use of such books. In this instance, the company assigned the work of marking route numbers to employees other than the in-trip clerks. In the arbitrator's opinion, in-trip clerks were not entitled to such work, on an overtime basis, to the exclusion of others, and could not be said to be "regular employees" with respect to this work. He therefore dismissed the grievance.

Case No. 252. Dispute between the Canadian Pacific Express Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the claim of an employee for five hours overtime pay at the rate of double time for Sunday work given to a more junior employee.

According to the collective agreement, if the company requires that work be performed on a day that is not part of any assignment, it may be done by an available

extra or an unassigned employee who would otherwise not have 40 hours of work that week; in all other cases, it must be done by the regular employee. Both employees held the position of in-trip clerk.

The nature of the work to be performed on a Sunday was the same as that performed by both employees in their regular assignments. Both parties to the dispute agreed that, in such circumstances, both employees could be considered the "regular employee." At issue was whether or not the company in such instances is obligated to offer overtime work to employees in order of seniority.

The union contended that work should be assigned in such circumstances, in order of seniority. The collective agreement states that the promotion and assignment of employees will be governed by seniority and ability—the senior qualified applicant to be given preference. The arbitrator noted that there was no provision dealing with the distribution of overtime, and he stated that, although seniority itself was not necessarily a sufficient basis upon which to claim preference, it was an appropriate criterion in this instance because other considerations did not arise. He concluded that the grievor ought to have been called for the work in question, and he awarded him five hours pay at double time.

Case No. 253. Dispute between the Canadian Pacific Express Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the starting time of an employee's assignment.

An employee claimed that the starting time of his assignment was altered without the assignment being cancelled and re-bulletined. The collective agreement states that, when the regular hours of a permanent position are changed, thereby affecting the starting and ending time by more than one hour and 30 minutes, the position will be re-bulletined promptly, but only to the local seniority group concerned. The arbitrator stated that major changes in working times could drastically affect the character and desirability of a job, and that the regular hours of the permanent position that the grievor was awarded were changed to affect starting and ending time by more than one hour and 30 minutes. He decided, therefore, that the assignment in question ought to have been cancelled and re-bulletined promptly.

General topics

Employment review

Total employment in November was 7,924,000, a decline of 69,000 from the previous month. The number of unemployed persons increased to 476,000, a rise of 57,000 during this month. At 8,400,000, the total labour force showed little change. These figures are not adjusted for seasonality. Compared with November 1969, employment increased by 163,000 or 2.1 per cent; the labour force by 285,000 or 3.5 per cent, and unemployment by 122,000.

The seasonally adjusted unemployment rate declined to 6.5 in November from 6.6 in October. The unadjusted rate of unemployment in November was 5.7 compared with 5.0 in October. (Seasonal adjustment is an analytical method for removing the effects of normal seasonal fluctuations from the data.)

Employment

Employment in November declined 69,000 to 7,924,000 (unadjusted) and was 163,000, or 2.1 per cent higher than in November 1969. Most of the changes between October and November 1970 in industrial employment were seasonal. The largest declines were in manufacturing 46,000, and in agriculture 42,000. Employment in trade showed a slight increase of 18,000.

The reduction in the employment of persons in the 14-24 age groups between October and November, 29,000, was higher than the average for this period during the last five years. The employment of persons 25 years of age and over showed a seasonal decline. Most of the October-November decline in total employment was among men.

Seasonally adjusted employment

There was no change in the seasonally adjusted level of employment. Regionally, Québec showed an increase of 1.3 per cent, British Columbia 0.9 per cent, and the Atlantic region 0.8 per cent. There were declines of 2.2 per cent in the Prairie region and 0.5 per cent in Ontario.

Unemployment

Unemployment increased by 57,000 to 476,000 in November, and was 122,000 higher than the November 1969 level. There was an above-average increase of 64,000 in the number of unemployed persons 14-24

years of age. The percentage increase among persons 25 years of age and over was less than average for this time of year, as a result of a smaller-than-usual increase among men in this age group. Relative increases in the number of unemployed persons were below the October-November average in all regions except Ontario and the Atlantic region, where there were greater-than-average increases.

Compared with a year earlier, Ontario experienced the largest increase in unemployment, 44,000, British Columbia 28,000, Québec 25,000, and the Prairies 23,000. There was little change in the Atlantic region.

Seasonally adjusted unemployment rates

The seasonally adjusted unemployment rate was 6.5 in November, down from 6.6 in October and 6.9 in September. The decline in the seasonally adjusted national rate reflected the pattern among men 25 years of age and over. The rate for persons 14-24 and for women 25 years of age and over increased in November. In the Atlantic region, the seasonally adjusted unemployment rate remained unchanged. There was an increase in Ontario and declines in the other regions—the largest occurring in the Prairie region.

Unemployment insurance fund

During November 1970, 30,999 investigations were completed across Canada. Of these, 15,269 were on-premises investigations, and 2,212 were selective investigations to verify the fulfilment of statutory conditions. The remaining 568 formal investigations and 12,950 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 4,562. Prosecutions were begun in 138 cases, all against claimants. This does not include employer prosecutions initiated by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in November totalled \$55,101,007.15 compared with \$50,730,508.23 in October and \$56,401,489.56 in November 1969. **Benefits paid in November totalled**

\$37,583,156.82 compared with \$40,365,370.22 in October and \$27,554,616.54 in November 1969. The balance in the Fund on November 30, 1970 was \$482,290,448.72 compared with \$464,772,598.39 at the end of October and \$525,416,671.58 at the end of November 1969.

U.S. employment

Unemployment in November reached a total of 4.6 million persons compared with 4.3 million in October. The seasonally adjusted rate of unemployment was 5.8 per cent compared with 5.6 per cent in October. The civilian labour force in October was 83,347,000.

The actual number of unemployed rose by 350,000 in November, which was 200,000 more than normal for this time of year. The actual rate of unemployment was 5.5 per cent compared with 5.1 per cent in October.

The largest increase in unemployment was among women 20 to 24 years of age. Unemployment among men, including married men, continued to rise. The rate for married men rose one tenth of a point in November to 3.2 per cent, which is more than double the 1.5 per cent rate of November a year ago. For all men, the rate also rose one tenth of a point and, at 4.2 per cent, was exactly double the rate of November 1969. Unemployment among women rose sharply from 5.1 to 5.5 per cent.

Since November 1969, unemployment has increased by 1.9 million, of whom 905,000 are men, 565,000 are women and 430,000 are youths of both sexes aged 16 to 19. Among both blue-collar and white-collar workers unemployment has increased by about 75 per cent since last November. Within the white-collar total, unemployment among professional and technical workers has increased considerably more—118 per cent. The actual unemployment rate among these highly skilled workers remains relatively low at 2.4 per cent.

Among a number of specific adverse developments in employment in November, there was a sharp rise in the average length of unemployment, from 8.3 to 9.4 weeks.

The rate of unemployment for Blacks declined in November. It stood at 8.8 per cent, compared with a rate of 5.5 per cent for Whites. For many years, the rate for Blacks had been twice the White rate, or higher.

Wage schedules

During November, the Department of Labour prepared 370 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 289 contracts in these categories were awarded. In addition, 20 contracts containing the General Fair Wages Clause were reported awarded.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in November for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
C.M.H.C.	1	\$ 6,290.00
Post Office	3	75,678.00
Supply and Services	87	1,757,156.00

During November, the sum of \$4,121.11 was collected from 10 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 68 workers concerned.

Union growth in Canada

A statistical study of union growth in Canada during the period 1921-1967 is now available. The study, previewed earlier in *The Labour Gazette* (LG, Feb. 1970, p. 138) is the work of Canada Department of Labour economists J. Kenneth Eaton and Kebebew Ashagrie. The report shows, among other things, the links between Canadian and U.S. unions, union growth by province, national growth compared with other countries, and the membership sizes of national and international unions. The report is available from Information Canada, Publishing Division, Ottawa, Canada, at \$2.50, Cat. No. L41-970.

March credits

Unemployment insurance report, p. 190, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 192, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 194, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Labour legislation in 1969-70, p. 176, was prepared by the Legislation Branch of the Department of Labour.

Photos. NFB: Cover, p. 159, 165, 166, 167, 169, 170, 177, 178, 180. Sherman Hines Photo, Halifax: p. 158. Public Archives of Canada: p. 163. CN Photo: p. 197.

Publications in the library

List No. 264

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

Conferences

■ **No. 1—Conference on Labour, New York University.** 22nd, 1969. Proceedings. Thomas G. S. Christensen and Andrea S. Christensen, editors. New York, Matthew Bender [1970] 420 p. Conference held June 9, 10, and 11, 1969.

■ **No. 2—Industrial Relations Research Association.** Proceedings of the Twenty-second annual winter meeting, December 29-30, 1969, New York City. Edited by Gerald G. Somers. [Madison, 1970] 356 p.

Economic conditions

■ **No. 3—National Industrial Conference Board.** Economic growth in the Seventies, by M. F. Elliott-Jones. New York, 1970. 51 p.

■ **No. 4—Walters, Dorothy.** Canadian growth revisited, 1950-1967. [Ottawa, Queen's Printer, 1970] 68 p. This is one of several studies prepared as background for the Seventh annual review of the Economic Council of Canada.

Employment management

■ **No. 5—Grandjean, Etienne.** Fitting the task to the man; an ergonomic approach. London, Taylor & Francis, 1969. 161 p. First edition published in German in 1963.

■ **No. 6—Steinmetz, Lawrence Leo.** Managing the marginal and unsatisfactory performer. Reading, Mass., Addison-Wesley [1969] 213 p.

■ **No. 7—U.S. Department of Labor. Manpower Administration.** Hiring standards and job performance. Washington [G.P.O., 1970] 35 p.

Guaranteed annual income

■ **No. 8—Wogaman, J. Philip.** Guaranteed annual income; the moral issues. Nashville, Abingdon Press [1968] 158 p.

Industrial disputes

■ **No. 9—Turner, Herbert Arthur.** Is Britain really strike-prone? A review of the incidence, character and costs of industrial conflict. Cambridge, University Press, 1969 [48] p.

■ **No. 10—Twentieth Century Fund. Task Force on Labor Disputes in Public Employment.** Pickets at City Hall; report and recommendations. New York, Twentieth Century Fund, 1970. viii, 38 p.

Industrial relations

■ **No. 11—Anthony, Peter.** Industrial relations and the personnel specialists [by] Peter Anthony [and] Anne Crichton. London, Batsford [1969] 302 p.

■ **No. 12—Emery, Frederick Edmund.** Form and content in industrial democracy; some experiences from Norway and other European countries [by] F. E. Emery and Einar Thorsrud in co-operation with Eric Trist. London, Tavistock; Assen, Van Groenou [1969] 116 p.

■ **No. 13—Goodman, J. F. B.** Shop stewards in British industry [by] J. F. B. Goodman [and] T. G. Whittingham. London, McGraw-Hill [1969] xiv, 256 p.

■ **No. 14—Kingston, Ont. Queen's University. Industrial Relations Centre.** Canadian graduate theses, 1919-1967; an annotated bibliography covering economics, business and industrial relations, by W. D. Wood, L. A. Kelly [and] P. Kumar. Kingston, 1970. 483 p.

The Department of Labour's copies are kept for reference purposes and are not circulated. Copies may be obtained from the Industrial Relations Centre, Queen's University, Kingston, Ont. Cost is \$10 (hard cover).

■ **No. 15—Kruger, Daniel Herschel, comp.** Collective bargaining in the public service. Edited by Daniel H. Kruger [and] Charles T. Schmidt, Jr. New York, Random House [1969] xi, 276 p.

■ **No. 16—McLeod, Charles.** All change; railway industrial relations in the sixties. Foreword by the Rt. Hon. Ray Gunter, Minister of Labour, 1964-8. [London] Gower Press [1970] 222 p.

■ **No. 17—Selznick, Philip.** Law, society, and industrial justice [by] Philip Selznick, with the collaboration of Philippe Nonet and Howard M. Vollmer. [New York] Russell Sage Foundation, 1969. 282 p.

■ **No. 18—Stuttard, Geoffrey.** Work is hell: an anatomy of workplace clichés. London, Macdonald & Co. [1969] 126 p.

Labour economics

■ **No. 19—Montague, John Tait.** Labour markets in Canada: processes & institutions. [Scarborough, Ont.] Prentice-Hall of Canada [1970] 264 p.

Labour laws and legislation

■ **No. 20—Cox, Archibald.** Cases and materials on labor law, by Archibald Cox [and] Derek Curtis Bok. 7th ed. Mineola, N.Y., Foundation Press, 1969. xxxi, 1268 p.

■ **No. 21—Québec (Province). Laws, Statutes, etc.** Code du travail du Québec, annoté/comparé formulaire [par] Philip Cutler. Montréal, Les Livres Toundra, 1970. 645 p.

■ **No. 22—Rideout, R. W.** Reforming the Redundancy Payments Act. London, Institute of Personnel Management [1969] 48 p.

Labour organization

■ **No. 23—Conlin, Joseph Robert.** Bread and roses too; studies of the Wobblies. Westport, Conn., Greenwood Pub. Corp. [1969] xv, 165 p.

■ **No. 24—Gunter, Raymond Jones.** The future of the trade unions. [London, Industrial Educational and Research Foundation, 1969] 8 p. Prepared for a seminar to be held on April 22, 1969.

■ **No. 25—National Industrial Conference Board. Division of Personnel Administration.** Union initiation fees, dues and per capita tax [and] national union strike benefits, by Edward R. Curtin. New York, National Industrial Conference Board, 1968. [42] p. "A survey by the Conference Board."

■ **No. 26—U.S. Office of Labor-Management Policy Development.** National union benefit plans 1947-1967. [Washington, G.P.O., 1970] 102 p.

Labouring classes

■ **No. 27—The affluent worker in the class structure** [by] John H. Goldthorpe [and others] Cambridge, University Press, 1969. viii, 239 p.

■ **No. 28—Auerbach, Jerold Stephen, comp.** American labor: the twentieth century. Edited by Jerold S. Auerbach. Indianapolis, Bobbs-Merrill [1969] xii, 474 p.

■ **No. 29—Dennis, Norman.** Coal is our life; an analysis of a Yorkshire mining community [by] Norman Dennis, Fernando Henriques [and] Clifford Slaughter. [2d ed.] London, Tavistock Publications [1969] 255 p.

■ **No. 30—Faunce, William A., comp.** Comparative perspectives on industrial society, edited and with an introd. by William A. Faunce and William H. Form. Boston, Little, Brown [1969] 277 p.

■ **No. 31—Fishman, Betty G.** Employment, unemployment, and economic growth [by] Betty G. Fishman and Leo Fishman. New York, Crowell [1969] 143 p.

Performing arts

■ **No. 32—Baumol, William Jack.** Performing arts, the economic dilemma; a study of problems common to theater, opera, music and dance, by William J. Baumol and William G. Bowen. Cambridge, Mass., M.I.T. Press, 1968. 582 p.

■ **No. 33—Moskow, Michael Harold.** Labor relations in the performing arts; an introductory survey. Foreword by John T. Dunlop. [New York] Associated Councils of the Arts [1969] xvi, 218 p.

Poverty

■ **No. 34—Christopher, Anthony.** Policy for poverty; a study of the urgency of reform in social benefits and of the advantages and limitations of a reverse income tax in replacement of the existing structure of state benefits [by] Anthony Christopher [and others] London, Institute of Economic Affairs, 1970. 95 p.

■ **No. 35—Leviton, Sar A.** Programs in aid of the poor for the 1970s. Baltimore, Johns Hopkins Press [1969] x, 117 p.

■ **No. 36—U.S. President's Commission on Income Maintenance Programs.** Poverty amid plenty; the American paradox; [report. Washington, G.P.O., 1969] 155 p.

Technology

■ **No. 37—Michigan. University. Survey Research Center.** Technological advance in an expanding economy: its impact on a cross-section of the labor force [by] Eva Mueller with Judith Hybels [and others] Ann Arbor, Survey Research Center, University of Michigan [c1969] xi, 254 p.

Task Force on Labour Relations

The following three studies, prepared for the Task Force on Labour Relations, were published in Ottawa by the Queen's Printer in 1970.

■ **No. 38—Bernard, Paul.** Structures et pouvoirs de la Fédération des Travailleurs du Québec. 367 p. Etude no. 13. Summary in English: p. 321-367.

■ **No. 39—Loubser, Jan. J.** Industrial conversion and workers' attitudes to change in different industries, by Jan J. Loubser [and] Michael Fullan. 270 p. Study no. 12. Résumé en français: p. 267-270.

■ **No. 40—Palmer, Earl E.** Responsible decision-making in democratic trade unions. Study no. 11. Résumé en français: p. 387-423.

Women

■ **No. 41—Canada. Women's Bureau.** Women's Bureau, '69. [Ottawa, Queen's Printer, 1970] 31, 33 p. English and French text.

■ **No. 42—U.S. Women's Bureau.** Facts about women's absenteeism and labor turnover. [Washington, G.P.O., 1969] 9 p.

Miscellaneous

■ **No. 43—Amalrik, Andrei Alexeievich.** Will the Soviet Union survive until 1984? Preface by Henry Kamm. Commentary by Sidney Monas. New York, Harper & Row [c1970] 93 p.

■ **No. 44—Borchardt, Kurt.** Structure and performance of the U.S. communications industry; Government regulation and company planning. Boston, Division of Research, Graduate School of Business Administration, Harvard University, 1970. xi, 180 p.

■ **No. 45—Butterworth, Jack.** Productivity now. [1st ed.] Oxford, New York, Pergamon Press [1969] x, 148 p.

■ **No. 46—Dobb, Maurice Herbert.** Welfare economics and the economics of socialism; towards a common-sense critique. Cambridge [Eng.] University Press, 1969. viii, 275 p.

■ **No. 47—Epstein, Edwin M.** The corporation in American politics. Englewood Cliffs, N.J., Prentice-Hall [1969] xiv, 365 p.

■ **No. 48—Etzioni, Amitai, ed.** The semi-professions and their organization; teachers, nurses, social workers. New York, Free Press [1969] xix, 328 p.

■ **No. 49—Kilbourn, William Morley.** PipeLine; Trans Canada and the great debate; a history of business and politics. Toronto, Clarke Irwin, 1970. xiii, 222 p.

■ **No. 50—Pépin, Gilles.** Les tribunaux administratifs et la Constitution; étude des articles 96 à 101 de L'A.A.N.B. Montréal, Presses de l'Université de Montréal, 1969. xviii, 422 p. Comprend du texte en anglais. «Etude commanditée par la Comité parlementaire de la Constitution.» Texte de l'étude remise au Comité parlementaire en 1968 sous le titre Les difficultés constitutionnelles suscitées par la création de tribunaux administratifs québécois.

Statistics Section

Labour Statistics

Labour Statistics			Percentage Change	
Principal Items	Date	Amount	From	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended November 14, 1970.....		8,400	- 0.1	+ 3.5
Employed.....		7,924	- 0.9	+ 2.1
Agriculture.....		482	- 8.0	- 1.8
Non-agriculture.....		7,442	- 0.4	+ 2.4
Paid workers.....		6,912	- 0.4	+ 2.8
At work 35 hours or more.....		5,103	+32.6	+ 1.0
At work less than 35 hours.....		2,542	-33.5	+ 4.3
Employed but not at work.....		279	-13.6	+ 3.3
Unemployed.....		476	+13.6	+ 34.5
Atlantic.....		42	+23.5	+ 5.0
Québec.....		168	+ 5.7	+ 17.5
Ontario.....		126	+16.7	+ 53.7
Prairie.....		64	+30.6	+ 56.1
British Columbia.....		76	+10.1	+ 58.3
Without work and seeking work.....		451	+15.3	+ 36.3
On temporary layoff up to 30 days.....		25	- 7.4	+ 8.7
INDUSTRIAL EMPLOYMENT (1961 = 100)†.....				
Manufacturing employment (1961 = 100)†.....	October	128.1	- 1.0	- 1.5
	October	121.9	- 1.4	- 3.8
IMMIGRATION.....				
Destined to the labour force.....	1st 9 mos. 1970	113,323	—	- 5.3
	1st 9 mos. 1970	60,022	—	- 4.9
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	December	54	-25.0	- 19.4
No. of workers involved.....	December	34,445	-13.2	+193.9
Duration in man days.....	December	432,830	-40.2	+213.0
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. com.)†.....	October	129.98	+ 0.8	+ 7.7
Average hourly earnings (mfg.)†.....	October	3.06	+ 1.0	+ 7.7
Average weekly hours paid†.....	October	40.1	—	- 0.7
Average weekly wages (mfg.)†.....	October	122.51	+ 1.1	+ 6.7
Consumer price index (1961 = 100).....	November	130.3	+ 0.1	+ 2.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)†.....	September	124.9	+ 0.4	+ 2.6
Total labour income (Millions of dollars)†.....	October	4,027.5	- 0.7	+ 7.7
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100).....	November	171.5	+ 1.3	+ 0.6
Manufacturing.....	November	165.4	+ 1.3	- 3.0
Durables.....	November	173.5	- 0.2	- 9.0
Non-durables.....	November	158.7	+ 2.7	+ 3.3
NEW RESIDENTIAL CONSTRUCTION**				
Starts.....	November	19,787	-14.6	+ 57.6
Completions.....	November	13,250	+ 9.2	- 13.0
Under construction.....	November	117,513	+ 5.5	+ 1.6

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended November 14, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
	(in thousands)					
THE LABOUR FORCE.....	8,400	664	2,346	3,140	1,369	88
Men.....	5,669	457	1,611	2,083	925	59
Women.....	2,731	207	735	1,057	444	28
14-19 years.....	808	66	225	275	161	8
20-24 years.....	1,274	138	395	416	205	12
25-44 years.....	3,602	246	1,029	1,391	542	39
45-64 years.....	2,503	198	641	976	423	26
65 years and over.....	212	16	56	82	38	2
EMPLOYED.....	7,924	622	2,178	3,014	1,305	80
Men.....	5,322	421	1,489	1,996	879	53
Women.....	2,602	201	689	1,018	426	26
Agriculture.....	482	25	95	138	206	1
Non-agriculture.....	7,442	597	2,083	2,876	1,098	78
Paid Workers.....	6,912	544	1,910	2,715	1,021	72
Men.....	4,518	362	1,285	1,756	642	47
Women.....	2,393	182	626	959	379	24
UNEMPLOYED.....	476	42	168	126	64	7
Men.....	347	36	122	87	46	5
Women.....	129	*	46	39	18	2
PERSONS NOT IN LABOUR FORCE.....	6,758	726	1,970	2,322	1,064	67
Men.....	1,842	232	517	612	300	18
Women.....	4,916	494	1,453	1,710	764	49

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended November 14, 1970

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	15,158	2,511	4,279	1,222	4,400	1,160	1,586
LABOUR FORCE	8,400	808	4,073	971	1,544	791	212
Employed	7,924	702	3,904	866	1,497	750	204
Unemployed	476	106	168	105	47	41	**
NOT IN LABOUR FORCE	6,758	1,703	207	251	2,856	369	1,373
PARTICIPATION RATE†							
1970—Nov. 14	55.4	32.2	95.2	79.5	35.1	68.2	13.4
Oct. 17	55.6	32.7	95.5	80.0	35.0	67.6	13.7
UNEMPLOYMENT RATE‡							
1970—Nov. 14	5.7	13.1	4.1	10.8	3.0	5.2	**
Oct. 17	5.0	11.7	3.5	9.7	2.8	4.8	**

Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

* The labour force as a percentage of the population of 14 years of age and over.

† The unemployed as a percentage of the labour force.

** Less than 10,000 unemployed.

Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended November 14, 1970

	November 1970	October 1970	November 1969
(in thousands)			
TOTAL UNEMPLOYED	476	419	354
On temporary layoff up to 30 days	25	27	23
Without work and seeking work	451	391	331
Seeking:			
Full-time work	419	363	306
Part-time work	32	29	25
Under 1 month	130	109	111
1-3 months	168	137	132
4-6 months	78	74	41
More than 6 months	75	72	47

Source: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry††

Year and Month	Monthly Totals								Totals†
	Mining	Manu- facturing	Transportation Communi- cation and Public Utilities**	Forestry	Con- struction	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
	(millions of dollars)								
1965—Total.....	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—October.....	76.8	964.2	393.0	47.2	296.2	478.5	1,259.9	188.2	3,738.2
November.....	80.9	971.2	392.4	44.8	286.3	492.0	1,289.5	179.0	3,763.6
December.....	86.8	963.8	384.3	37.6	242.8	495.1	1,293.5	176.1	3,703.7
1970—January.....	88.3	961.8	380.6	37.2	242.4	477.3	1,307.0	173.8	3,688.5
February.....	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	3,729.5
March.....	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758.9
April.....	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790.0
May.....	92.3	988.0	406.5	32.5	254.4	494.4	1,352.2	211.2	3,865.4
June.....	94.7	1,013.9	415.5	38.2	296.3	507.2	1,381.2	207.9	3,994.8
July.....	95.6	990.2	420.6	42.9	306.9	501.3	1,387.2*	209.2*	4,001.4
August*.....	96.8	1,010.3	424.6	44.6	319.1	494.3	1,382.6	208.8	4,033.9
September†.....	95.8	1,011.0	424.6	45.8	331.1	503.3	1,394.3	204.6	4,055.9
October‡.....	95.3	1,000.9	422.5	40.3	325.6	509.5	1,401.8	195.4	4,027.5
Seasonally Adjusted									
1965—Total.....	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—October.....	77.3	952.4	387.9	40.5	265.4	475.9	1,255.8	190.4	3,677.4
November.....	81.1	964.7	388.5	39.5	273.8	483.5	1,281.8	192.7	3,738.2
December.....	88.1	982.2	386.9	41.7	280.5	486.1	1,292.0	195.7	3,785.5
1970—January.....	89.0	981.4	393.3	42.2	289.0	488.3	1,319.0	199.1	3,833.6
February.....	89.5	982.7	400.1	44.1	292.7	491.5	1,324.6	200.0	3,857.8
March.....	91.1	982.2	401.9	44.9	287.7	494.8	1,325.4	200.9	3,861.5
April.....	91.7	983.5	400.0	45.2	273.9	494.7	1,341.1	199.9	3,862.7
May.....	92.7	983.1	406.1	35.3	253.0	493.7	1,345.8	200.1	3,842.7
June.....	93.0	1,000.2	405.8	34.7	271.6	496.3	1,363.0	201.9	3,889.3
July.....	94.1	992.3	407.6	36.1	273.1	494.0	1,384.9*	202.2*	3,917.0
August*.....	95.8	1,001.9	408.6	37.2	276.4	494.8	1,383.7	203.9	3,936.1
September†.....	96.6	990.7	413.2	37.5	287.8	503.1	1,393.2	204.6	3,960.3
October‡.....	96.1	989.0	417.0	34.5	292.8	506.9	1,397.5	205.8	3,973.6

* Revised. † Preliminary. ‡ Advance.

** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based on the 1960 standard industrial classification.

NOTE: Monthly figures may not add to annual totals because of rounding.

Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at September 1970 employers in the principal non-agricultural industries reported a total employment of 3,838,629. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
AVERAGE						
1965.....	114.3	116.3	91.01	117.2	116.2	94.78
1966.....	120.7	123.1	96.34	123.5	122.8	100.16
1967.....	122.6	131.4	102.83	123.1	130.6	106.54
1968.....	122.7	140.4	109.88	122.1	140.3	114.42
1969.....	126.9	150.3	117.63	125.2	150.7	122.93
1969—September.....	130.3	154.0	120.49	127.0	154.0	125.62
October.....	130.0	154.3	120.71	126.7	154.4	125.93
November.....	130.1	155.2	121.42	126.4	156.0	127.18
December.....	126.5	149.4	116.89	123.3	150.2	122.47
1970—January.....	124.4	157.3	123.08	122.5	158.5	129.28
February.....	124.3	158.7	124.14	122.6	159.6	130.17
March.....	124.2	158.2	123.79	122.6	159.5	130.08
April.....	124.5	160.4	125.53	122.3	161.2	131.43
May.....	126.7	161.0	126.07	122.8	162.3	132.39
June.....	129.6	162.5	127.17	125.5	163.3	133.42
July.....	128.6	162.3	127.02	122.1	161.7	131.83
August*.....	130.9	163.7	128.11	126.4	163.2	133.05
September†.....	129.4	164.8	128.97	123.6	164.4	134.09

*Revised. † Preliminary.

‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	September 1970	August 1970	September 1969	September 1970	August 1970	September 1969
(1961 = 100)						
REGION AND PROVINCE						
Atlantic Region.....	123.9	125.5	125.2	108.54	105.82	99.37
Newfoundland.....	129.5	133.9	132.7	120.59	118.63	107.11
Prince Edward Island.....	149.5	154.3	146.5	84.44	84.35	79.51
Nova Scotia.....	117.4	116.7	119.7	107.59	103.75	98.40
New Brunswick.....	125.7	128.0	125.0	104.12	101.71	97.23
Québec.....	122.2	123.0	124.3	123.97	123.11	117.97
Ontario.....	132.7	134.7	132.1	133.99	133.55	124.15
Prairie Region.....	129.1	130.4	131.2	124.49	123.98	114.46
Manitoba.....	120.6	121.0	122.6	118.24	118.41	109.68
Saskatchewan.....	116.8	118.4	122.4	116.30	115.56	108.45
Alberta.....	141.3	143.2	142.1	131.75	130.80	120.07
British Columbia.....	142.4	142.6	143.5	140.13	138.13	133.76
CANADA.....	129.4	130.9	130.3	128.97	128.11	120.49
URBAN AREAS						
St. John's.....	139.5	141.7	142.6	102.50	101.25	94.15
Halifax.....	120.3	118.6	123.6	108.46	106.82	100.19
Sydney.....	92.4	93.4	92.7	114.25	115.21	102.53
Moncton.....	143.7	142.7	135.0	100.48	100.03	94.68
Saint John.....	115.5	114.6	113.5	109.88	103.70	100.13
Chicoutimi.....	116.0	118.0	114.6	141.53	142.02	134.17
Montreal.....	122.6	122.7	125.6	127.43	127.09	119.28
Québec.....	126.5	126.3	121.1	113.74	110.78	103.83
Shawinigan.....	94.5	98.0	94.6	127.12	125.20	120.30
Sherbrooke.....	110.2	110.5	120.2	109.31	108.04	101.38
Trois-Rivières.....	113.6	114.8	119.4	117.08	116.28	111.69
Ottawa-Hull.....	142.3	142.9	141.0	122.19	120.58	113.41
Belleville.....	130.1	130.8	129.5	113.87	111.68	104.24
Brampton.....	300.7	298.6	291.7	131.89	130.95	124.03
Brantford.....	127.8	133.7	141.3	116.94	115.67	110.97
Thunder Bay.....	129.5	128.2	127.0	126.62	127.35	117.64
Guelph.....	141.3	142.4	143.6	124.36	122.77	114.39
Hamilton.....	126.5	126.2	110.3	137.95	137.49	122.63
Kingston.....	124.6	128.5	129.0	122.17	122.06	116.10
Kitchener.....	154.4	153.6	159.6	119.77	119.01	110.84
London.....	124.5	126.2	128.6	123.45	125.25	115.67
Niagara Falls.....	128.3	130.7	125.4	113.41	113.91	111.94
Oshawa.....	89.3	136.5	147.6	143.06	150.33	143.57
Peterborough.....	141.9	140.0	144.6	134.26	132.55	124.93
Sarnia.....	133.8	136.6	145.5	165.80	164.82	161.97
Sault Ste. Marie.....	128.1	130.3	71.2	153.06	150.72	126.43
Sudbury.....	133.2	135.7	56.3	158.94	157.81	128.49
St. Catharines.....	117.4	143.8	148.9	136.50	145.68	134.83
Timmins.....	72.3	75.2	72.9	120.68	116.00	110.73
Toronto.....	136.0	135.9	137.3	136.85	135.75	126.20
Welland.....	117.3	117.1	101.7	151.98	153.69	140.78
Windsor.....	152.4	156.6	162.6	154.65	157.20	148.17
Winnipeg.....	123.0	122.8	125.1	111.55	111.63	102.13
Regina.....	122.1	124.0	127.1	112.09	112.08	105.54
Saskatoon.....	136.5	139.0	146.6	111.72	109.84	102.13
Calgary.....	148.5	149.8	152.6	130.48	130.07	120.13
Edmonton.....	147.5	149.7	149.8	126.62	125.25	114.73
Vancouver.....	142.4	144.2	143.6	136.23	133.76	128.70
Victoria.....	130.7	131.2	139.4	118.80	116.36	112.43

* Latest figures subject to revision.

Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

		For- estry	Mines, Quar- ries and Oil Wells	Manufacturing		Con- struc- tion	Trans- porta- tion, Commu- nication and Other Utilities	Trade	Fi- nance, Insur- ance and Real Estate	Community, Business and Personal Services		Public Admin- istra- tion and De- fence††	Total Speci- fied Indus- tries
				Non du- rables	Du- rables					Non com- mercial Sector‡	Com- mercial Sector**		
(in thousands)													
Canada													
September 1970*	—	128.6	862.0	779.3	362.5	—	1,086.4	305.6	1,199.7	711.1	451.4	6,593.8	
August 1970*	63.5	129.4	865.7	806.5	361.1	658.5	1,085.0	310.2	1,079.4	704.6	447.0	6,528.7	
September 1969†	80.3	114.2	902.0	820.7	432.0	685.7	1,093.4	301.3	1,109.9	720.0	433.6	6,702.2	
NEWFOUNDLAND													
August 1970*	3.1	6.2	11.6	2.4	9.3	15.7	18.1	2.3	19.9	9.7	9.3	107.5	
July 1970*	3.0	6.1	12.7	2.0	9.3	15.0	18.7	2.3	19.9	9.8	9.5	108.4	
August 1969†	2.8	5.4	12.3	2.1	10.6	14.8	18.2	2.3	22.0	9.5	8.8	108.9	
PRINCE EDWARD ISLAND													
August 1970*	0.1	—	2.9	0.4	1.7	3.3	4.4	0.6	5.3	2.4	2.9	24.1	
July 1970*	0.1	—	2.8	0.4	1.9	3.3	4.5	0.6	5.2	2.4	3.0	24.3	
August 1969†	0.1	—	2.8	0.5	2.3	3.3	4.5	0.6	6.1	2.7	2.4	25.5	
NOVA SCOTIA													
August 1970*													
July 1970*	2.8	5.5	19.3	14.8	14.8	21.2	35.4	7.5	43.0	19.5	23.2	207.2	
August 1969†	3.4	5.6	19.1	14.8	16.7	21.6	36.2	7.6	45.2	19.3	23.5	212.9	
NEW BRUNSWICK													
August 1970*	2.6	5.7	20.2	15.7	16.9	23.3	33.9	7.1	40.0	18.2	22.5	206.0	
August 1970*	7.2	2.9	20.3	10.5	11.7	23.4	28.3	4.7	29.6	13.8	13.5	166.0	
July 1970*	7.4	2.8	19.9	10.3	11.8	22.9	26.9	4.7	30.4	13.4	13.6	164.1	
August 1969†	8.7	2.6	21.3	11.9	13.1	21.4	26.6	4.7	29.8	11.5	12.8	164.4	
QUEBEC													
August 1970*	26.5	27.0	337.7	203.1	94.1	182.1	269.4	87.5	272.6	190.9	113.2	1,804.1	
July 1970*	26.6	27.2	325.1	193.4	84.8	181.5	270.7	87.1	273.7	191.3	112.4	1,773.7	
August 1969†	26.2	26.6	340.1	204.0	94.9	188.1	269.4	85.1	304.1	185.8	97.5	1,821.9	
ONTARIO													
August 1970*	12.1	37.9	386.7	457.1	168.8	222.3	431.8	135.7	391.4	307.4	185.3	2,736.4	
July 1970*	11.2	37.9	374.8	432.9	164.8	224.3	436.1	133.8	397.1	302.8	189.1	2,704.7	
August 1969†	11.6	25.3	388.5	451.6	170.9	222.6	421.4	132.1	397.0	300.3	178.0	2,699.4	
MANITOBA													
August 1970*	0.7	8.3	28.2	21.4	20.3	47.6	57.6	13.5	50.9	35.1	22.0	305.6	
July 1970*	0.8	8.3	27.7	21.2	20.2	48.0	56.9	13.7	50.1	34.9	22.4	304.2	
August 1969†	1.2	7.8	29.1	22.9	20.3	48.6	56.3	13.6	48.9	35.0	21.3	304.9	
SASKATCHEWAN													
August 1970*	0.8	5.8	10.6	5.6	13.4	26.0	38.2	7.9	44.2	20.0	20.1	192.7	
July 1970*	1.0	6.0	10.8	5.6	12.2	25.9	37.5	8.0	47.5	20.1	21.1	195.6	
August 1969†	0.6	6.0	10.7	5.8	15.3	27.4	39.6	8.6	46.1	22.1	21.5	203.7	
ALBERTA													
August 1970*	1.9	24.5	28.7	27.1	43.2	55.3	86.2	19.8	92.5	62.4	37.6	479.3	
July 1970*	2.2	24.9	28.6	26.9	43.0	55.3	87.8	20.0	95.9	63.7	37.6	485.8	
August 1969†	2.3	23.6	28.4	27.2	45.6	54.6	87.2	19.1	87.2	63.7	34.8	473.8	
BRITISH COLUMBIA													
August 1970*	22.0	12.8	54.8	75.3	36.8	86.2	115.9	33.1	82.4	90.3	42.2	651.8	
July 1970*	20.9	12.9	55.2	74.7	34.5	86.0	115.9	32.8	80.2	90.6	42.9	646.7	
August 1969†	25.4	11.8	57.6	79.6	47.9	85.0	116.3	30.2	97.9	92.7	41.6	685.9	

* Preliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organizations and private households. ** Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services. †† Excludes non-civilian employees.

BASIS: 1960 Standard Industrial Classification.

SOURCE: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	September 1970	August 1970	September 1969	September 1970	August 1970	September 1969
	(1961 = 100)			\$	\$	\$
MINING, INCLUDING MILLING.....	117.0	120.9	101.7	166.62	163.15	149.8
Metals.....	107.6	110.6	84.8	166.63	163.17	149.2
Mineral fuels.....	110.6	112.6	100.4	178.18	178.83	162.1
Non-metals except fuels.....	135.2	145.6	135.8	147.55	140.43	139.1
Quarries and sand pits.....	111.6	115.1	132.3	146.52	143.73	135.6
Services incidental to mining.....	174.4	180.7	161.3	174.47	169.48	150.9
MANUFACTURING.....	123.6	126.4	127.0	134.09	133.05	125.6
Durable goods.....	131.5	135.7	136.2	145.35	144.47	136.5
Non-durable goods.....	117.2	118.9	119.5	123.86	122.50	115.5
Food and beverages.....	117.6	123.4	119.0	117.56	115.39	108.3
Foods.....	118.2	124.2	119.7	113.46	110.98	104.6
Beverages.....	113.7	118.1	114.8	144.47	144.63	132.7
Tobacco processing and products.....	86.4	89.6	87.6	151.41	147.48	139.4
Rubber products.....	112.0	113.4	120.3	139.02	135.68	130.1
Leather products.....	92.4	92.4	97.1	88.05	88.20	81.1
Textile products.....	110.6	114.6	119.3	110.92	111.85	105.2
Knitting mills.....	111.0	111.4	117.8	86.10	85.05	79.6
Clothing.....	110.4	111.1	111.9	82.49	82.45	76.2
Wood products.....	112.2	112.1	114.2	118.72	117.08	114.7
Furniture and fixtures.....	129.8	129.5	139.7	111.27	110.35	104.3
Paper and allied industries.....	123.1	119.5	124.3	152.80	150.90	145.1
Printing, publishing and allied industries.....	116.9	116.8	117.1	139.88	138.41	130.6
Primary metal industries.....	129.5	132.3	100.5	161.53	160.75	150.3
Metal fabricating industries.....	136.1	137.0	137.8	145.59	143.29	133.9
Machinery, except electrical.....	144.2	146.6	154.7	154.72	153.26	141.8
Transportation equipment.....	130.0	150.0	162.4	158.63	158.80	154.2
Electrical products.....	145.5	144.8	153.2	137.34	135.81	127.8
Non-metallic mineral products.....	118.6	118.6	125.9	146.71	143.02	135.7
Petroleum and coal products.....	107.3	109.7	103.1	193.54	191.95	183.2
Chemicals and chemical products.....	120.2	120.7	120.8	149.49	150.65	141.6
Miscellaneous manufacturing industries.....	154.6	155.0	157.3	114.97	113.72	106.4
CONSTRUCTION.....	127.8	127.2	134.8	177.26	174.55	159.6
Building.....	135.6	134.0	144.1	175.43	172.33	157.7
Engineering.....	114.4	115.5	118.7	180.99	178.97	163.7
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	115.5	116.7	114.9	144.11	142.68	135.5
Transportation.....	109.8	111.0	111.1	141.93	141.95	134.1
Storage.....	113.4	113.6	110.0	131.40	133.60	119.3
Communication.....	128.2	128.7	123.0	138.26	132.36	130.4
TRADE.....	139.2	135.9	138.6	101.36	101.97	95.1
Wholesale trade.....	133.4	133.5	131.4	127.90	127.13	119.1
Retail trade.....	142.3	137.3	142.5	87.71	88.55	82.9
FINANCE, INSURANCE AND REAL ESTATE.....	143.1	144.4	140.0	121.50	121.54	113.2
Financial institutions.....	147.2	149.0	145.0	119.19	118.03	111.5
Insurance and real estate.....	137.6	138.1	133.2	124.82	126.63	115.8
SERVICE.....	182.8	187.9	179.2	91.56	90.93	84.5
Recreational services.....	168.5	187.6	167.1	85.75	85.31	83.3
Business services.....	196.6	195.3	195.0	142.88	143.34	130.3
Personal services.....	168.3	169.7	165.7	67.41	67.75	62.5
Miscellaneous services.....	223.6	238.6	212.4	94.95	91.73	86.6
INDUSTRIAL COMPOSITE.....	129.4	130.9	130.3	128.97	128.11	120.4

* Latest figures subject to revision.

Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1970	Aug. 1970	Sept. 1969	Sept. 1970	Aug. 1970	Sept. 1969	Sept. 1970	Aug. 1970	Sept. 1969
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING.....	41.2	40.7	41.6	3.75	3.68	3.25	154.38	149.72	135.24
Metals.....	40.5	40.1	41.1	3.86	3.78	3.33	156.29	151.55	136.85
Mineral fuels.....	42.3	42.6	41.8	3.56	3.57	2.97	150.70	152.05	123.81
Non-metals, except fuels.....	41.1	39.6	42.0	3.42	3.32	3.15	140.48	131.69	132.12
Quarries and sand pits.....	45.7	47.2	47.4	3.00	2.95	2.84	137.16	139.08	134.91
Services incidental to mining.....	42.1	40.2	40.4	4.05	4.10	3.55	170.24	164.76	143.09
MANUFACTURING.....	40.1	39.9	40.7	3.03	3.02	2.82	121.21	120.57	114.89
Durable goods.....	40.7	40.3	41.6	3.28	3.30	3.05	133.41	133.16	126.95
Non-durable goods.....	39.5	39.5	39.9	2.78	2.75	2.59	109.80	108.56	103.38
Food and beverages.....	39.5	39.7	40.1	2.67	2.62	2.43	105.64	103.86	97.37
Foods.....	39.5	39.5	40.0	2.58	2.53	2.35	101.96	100.01	94.05
Beverages.....	40.0	40.8	40.5	3.37	3.34	3.10	134.81	136.14	125.57
Tobacco processing and products.....	37.2	37.5	37.9	3.78	3.65	3.41	140.43	137.12	129.35
Rubber products.....	41.8	40.6	41.4	3.13	3.09	2.97	130.89	125.55	122.96
Leather products.....	38.6	39.0	38.3	2.05	2.04	1.92	79.25	79.42	73.40
Textile products.....	40.8	40.4	41.2	2.35	2.41	2.27	95.83	97.56	93.56
Miscellaneous textiles.....	39.6	40.9	41.8	2.35	2.74	2.55	92.89	112.12	106.58
Knitting mills.....	41.3	41.3	40.5	1.83	1.83	1.74	75.58	75.41	70.44
Clothing.....	36.5	36.9	36.5	2.03	2.02	1.90	73.88	74.42	69.28
Wood products.....	39.2	38.6	39.6	2.86	2.84	2.76	112.26	109.64	109.21
Furniture and fixtures.....	41.4	41.4	42.7	2.44	2.42	2.27	100.96	100.28	97.24
Paper and allied industries.....	40.6	40.7	41.2	3.51	3.44	3.32	142.65	140.23	137.01
Pulp and paper mills.....	40.2	40.7	41.4	3.79	3.71	3.63	152.60	151.22	150.17
Printing, publishing and allied industries.....	37.8	37.2	38.3	3.65	3.65	3.38	138.08	135.78	129.55
Primary metal industries.....	40.5	40.6	41.0	3.73	3.71	3.37	150.89	150.67	138.04
Iron and steel mills.....	39.5	39.8	40.4	3.97	3.97	3.56	156.70	157.86	144.03
Metal fabricating industries.....	41.3	41.0	41.7	3.35	3.31	3.05	138.57	135.82	127.09
Machinery, except electrical.....	41.3	40.5	41.0	3.47	3.44	3.22	143.32	139.41	131.78
Transportation equipment.....	41.1	40.6	42.8	3.50	3.66	3.40	143.56	148.56	145.31
Aircraft and parts.....	40.5	38.8	43.1	3.54	3.53	3.41	143.66	136.83	147.07
Motor vehicles.....	41.0	41.1	42.7	3.65	3.87	3.52	149.52	159.29	150.53
Assembling.....	41.9	40.9	44.1	4.07	4.28	3.81	170.56	175.08	168.10
Parts and accessories.....	40.5	41.8	41.7	3.47	3.66	3.33	140.56	152.87	138.87
Shipbuilding and repairing.....	41.4	38.3	41.5	3.57	3.57	3.36	148.05	136.55	139.49
Electrical products.....	39.6	39.1	40.9	2.97	2.95	2.75	117.55	115.35	112.56
Communications equipment.....	39.6	38.7	40.7	2.87	2.82	2.72	113.80	109.08	110.51
Non-metallic mineral products.....	43.0	42.2	43.4	3.25	3.21	3.03	139.71	135.32	131.26
Petroleum and coal products.....	42.1	41.8	43.0	4.27	4.25	3.82	179.64	177.90	164.22
Chemical and chemical products.....	39.2	40.5	41.0	3.29	3.27	3.04	128.91	132.56	124.54
Miscellaneous manufacturing industries.....	40.9	40.3	40.7	2.41	2.40	2.26	98.44	96.92	92.14
CONSTRUCTION.....	41.4	41.7	42.0	4.28	4.18	3.78	177.06	174.35	158.81
Building.....	39.1	39.3	39.8	4.47	4.37	3.94	174.84	171.95	157.03
General contractors.....	39.6	39.8	40.3	4.29	4.15	3.88	169.93	165.09	156.67
Special trade contractors.....	38.8	39.0	39.4	4.60	4.54	3.99	178.51	177.02	157.32
Engineering.....	46.1	46.4	46.6	3.94	3.86	3.49	181.58	179.14	162.52
Highways, bridges and streets.....	46.5	48.0	48.6	3.34	3.28	3.04	155.18	157.54	147.49
Other engineering.....	45.6	44.5	44.4	4.63	4.57	4.02	210.91	203.49	178.71
OTHER INDUSTRIES.....									
Urban transit.....	42.3	41.8	41.4	3.71	3.77	3.49	156.91	157.66	144.42
Highway and bridge maintenance.....	37.8	37.8	37.6	2.67	2.63	2.52	101.09	99.51	94.69
Laundries, cleaners and pressers.....	37.1	37.2	37.5	1.75	1.73	1.64	65.05	64.50	61.33
Hotels, restaurants and taverns.....	32.0	33.4	31.9	1.77	1.74	1.64	56.47	58.25	52.47

Latest figures subject to revision.

Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
Average		\$	\$		
1965.....	41.0	2.12	86.94	116.8	108
1966.....	40.8	2.25	91.65	123.1	110
1967.....	40.3	2.40	96.84	130.1	112
1968.....	40.3	2.58	104.00	139.7	116
1969.....	40.0	2.79	111.72	150.1	119
Last Pay Period in					
1969—September.....	40.7	2.82	114.89	154.3	121
October.....	40.4	2.84	114.87	154.3	121
November.....	40.4	2.88	116.18	156.1	122
December.....	37.2	2.92	108.68	146.0	113
1970—January.....	39.8	2.92	116.30	156.2	121
February.....	40.0	2.93	117.36	157.6	122
March.....	39.5	2.96	117.14	157.3	121
April.....	39.8	2.99	118.84	159.6	123
May.....	40.0	2.99	119.69	160.8	123
June.....	40.1	3.01	120.65	162.1	124
July.....	39.3	3.00	118.06	158.6	121
August*.....	39.9	3.02	120.57	161.9	124
September†.....	40.1	3.03	121.21	163.7	124

* Revised. † Preliminary.

Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS Cat. No. 72-003.

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours			Average Hourly Earnings*		
	September 1970	August 1970	September 1969	September 1970	August 1970	September 1969
				\$	\$	\$
Newfoundland.....	39.1	38.7	41.5	2.49	2.45	2.7
Nova Scotia.....	38.9	39.0	40.5	2.47	2.45	2.7
New Brunswick.....	40.8	39.3	40.0	2.49	2.35	2.7
Québec.....	40.8	40.8	41.5	2.70	2.68	2.7
Ontario.....	40.3	40.1	40.9	3.20	3.22	2.9
Manitoba.....	39.2	39.4	39.8	2.78	2.75	2.7
Saskatchewan.....	39.2	39.3	40.2	3.23	3.13	2.9
Alberta.....	39.1	39.1	39.7	3.25	3.21	3.0
British Columbia.....	36.7	36.2	37.6	3.69	3.66	3.0

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.

Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 149, February 1971 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

Month of	Total	Employed	Claimants
1970—September....	5,609,000	5,217,900	391,100
August.....	5,667,000	5,258,300	408,700
July.....	5,617,000	5,177,600	439,400
June.....	5,672,000	5,230,100	441,900
May.....	5,607,000	5,101,600	505,400
April.....	5,719,000	5,028,300	690,700
March.....	5,718,000	5,012,900	705,100
February.....	5,707,000	5,012,600	694,400
January.....	5,676,000	5,016,500	659,500
1969—December....	5,638,000	5,101,300	536,700
November....	5,596,000	5,246,800	349,200
October.....	5,518,000	5,238,000	280,000
September....	5,518,000	5,258,400	259,600

Table E-4—Benefit Payments, by Province, October 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland.....	22,863	754,637
Prince Edward Island.....	3,059	92,675
Nova Scotia.....	36,295	1,152,897
New Brunswick.....	29,138	909,853
Québec.....	373,640	12,644,997
Ontario.....	427,969	15,093,849
Manitoba.....	35,300	1,168,445
Saskatchewan.....	23,332	755,695
Alberta.....	55,139	1,897,645
British Columbia.....	159,078	5,894,677
Total, Canada, October 1970.....	1,165,813	40,365,370
Total, Canada, September 1970.....	1,106,000	37,737,000
Total, Canada, October 1969.....	784,836	25,526,510

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	October 1970			October 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada.....	142,080	99,812	42,268	124,200	89,301	34,899
Newfoundland.....	3,605	2,623	982	4,006	2,791	1,215
Prince Edward Island.....	354	261	93	366	274	92
Nova Scotia.....	4,082	3,006	1,076	5,308	3,449	1,859
New Brunswick.....	4,351	3,311	1,040	4,939	3,589	1,350
Québec.....	43,419	30,734	12,685	39,964	28,179	11,785
Ontario.....	49,016	34,194	14,822	38,279	28,158	10,121
Manitoba.....	4,727	3,417	1,310	3,924	2,844	1,080
Saskatchewan.....	3,703	2,705	998	4,135	2,943	1,192
Alberta.....	8,560	6,070	2,490	5,185	3,841	1,344
British Columbia.....	20,263	13,491	6,772	18,094	13,233	4,861

* In addition, revised claims received numbered 45,602.

**Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim,
Province and Sex, at October 30, 1970**

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimant October 31 1969
		1-4	5-13	14-26	27 or more*	
Canada	398,697	149,201	95,763	77,907	75,826	280,03
Male.....	240,766	100,338	56,941	42,556	40,931	166,73
Female.....	157,931	48,863	38,822	35,351	34,895	113,30
NEWFOUNDLAND	8,301	3,362	2,127	1,585	1,227	8,56
Male.....	6,125	2,818	1,409	1,041	857	6,54
Female.....	2,176	544	718	544	370	2,01
PRINCE EDWARD ISLAND	1,009	345	249	226	189	86
Male.....	582	204	146	145	87	51
Female.....	427	141	103	81	102	35
NOVA SCOTIA	11,988	3,835	2,518	1,918	3,717	11,56
Male.....	7,980	2,713	1,676	1,197	2,394	8,27
Female.....	4,008	1,122	842	721	1,323	3,28
NEW BRUNSWICK	10,507	3,938	2,195	1,720	2,654	10,12
Male.....	6,612	2,380	1,455	1,058	1,719	5,96
Female.....	3,895	1,558	740	662	935	4,15
QUÉBEC	127,489	47,454	34,904	26,632	18,499	98,02
Male.....	79,319	32,521	21,416	15,071	10,311	61,06
Female.....	48,170	14,933	13,488	11,561	8,188	36,96
ONTARIO	140,781	52,924	34,422	29,146	24,289	90,10
Male.....	77,354	33,262	18,565	13,924	11,603	48,80
Female.....	63,427	19,662	15,857	15,222	12,686	41,29
MANITOBA	13,953	5,417	3,488	1,822	3,226	8,94
Male.....	8,201	3,691	2,050	902	1,558	4,91
Female.....	5,752	1,726	1,438	920	1,668	4,03
SASKATCHEWAN	9,481	3,768	2,102	1,323	2,288	7,62
Male.....	5,769	2,654	1,211	692	1,212	4,54
Female.....	3,712	1,114	891	631	1,076	3,08
ALBERTA	21,517	9,029	3,741	3,694	5,053	10,18
Male.....	13,177	6,193	2,240	2,109	2,635	5,34
Female.....	8,340	2,836	1,501	1,585	2,418	4,83
BRITISH COLUMBIA	53,671	19,129	10,017	9,841	14,684	34,05
Male.....	35,647	13,902	6,773	6,417	8,555	20,77
Female.....	18,024	5,227	3,244	3,424	6,129	13,28

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)								
1965—Year.....	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year.....	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1969—November.....	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December.....	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
1970—January.....	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February.....	128.5	131.3	128.3	125.1	123.5	137.7	129.0	126.5
March.....	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
April.....	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
May.....	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
June.....	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.5
July.....	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.5
August.....	130.5	131.9	131.5	126.2	125.3	140.2	132.5	126.4
September.....	130.2	130.0	131.8	127.0	125.3	140.1	133.0	126.4
October.....	130.3	128.5	132.8	128.2	125.2	141.2	133.1	126.4
November.....	130.3	127.5	133.3	128.4	125.8	140.8	133.7	126.4
(1949 = 100)								
November.....	168.3*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—November, 1970

	All-Items						Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Nov. 70	Oct. 70	Nov. 69	Food	Housing	Clothing				
(1961 = 100)										
St. John's, Nfld.....	121.0	121.2	120.0	117.2	116.0	131.1	116.7	135.4	117.2	143.9
Halifax.....	124.8	124.3	122.0	127.6	119.4	126.1	119.8	144.0	131.2	127.6
Saint John.....	123.9	123.4	121.5	128.7	116.4	128.7	121.1	136.1	131.0	126.3
Montreal.....	124.1	123.6	122.8	123.3	117.6	125.6	125.9	133.0	140.4	128.2
Ottawa.....	127.6	127.5	125.4	127.2	121.7	131.9	126.7	142.4	136.9	131.9
Toronto.....	127.3	127.1	126.1	126.2	121.6	131.2	132.1	141.2	129.1	130.2
Winnipeg.....	126.9	127.1	125.4	127.5	116.5	135.6	129.9	148.4	136.5	128.6
Saskatoon-Regina.....	121.8	122.1	121.3	126.6	114.3	129.2	117.7	128.5	130.7	122.1
Edmonton-Calgary.....	126.1	125.7	123.2	129.8	119.4	128.0	122.2	145.2	135.7	124.1
Vancouver.....	123.9	123.3	120.1	128.2	118.6	128.7	123.7	135.4	125.2	113.4

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	Per cent of Estimated Working Time Lost
1965.....	478	501	171,870	2,349,870	0.1
1966.....	582	617	411,459	5,178,170	0.3
1967.....	498	522	252,018	3,974,760	0.2
1968.....	559	582	223,562	5,082,730	0.3
1969.....	566	595	306,799	8,057,060	0.4
*1969—December.....	19	67	11,719	138,290	0.1
*1970—January.....	17	57	8,428	102,840	0.0
February.....	34	70	13,551	120,990	0.0
March.....	31	68	16,619	166,060	0.1
April.....	52	97	50,469	633,900	0.4
May.....	54	101	88,938	1,263,830	0.9
June.....	23	94	72,736	1,112,920	0.7
July.....	52	119	98,037	1,153,680	0.7
August.....	38	111	70,835	675,320	0.4
September.....	26	73	45,437	637,850	0.4
October.....	21	77	44,111	780,070	0.5
November.....	29	72	39,678	724,190	0.5
December.....	8	54	34,445	432,830	0.2

*Preliminary.

Table G-2—Strikes and Lockouts, by Industry, December 1970, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	—	—	—	—
Mines.....	—	—	—	—
Manufacturing.....	3	32	32,685	407,090
Construction.....	1	2	129	2,580
Transportation and utilities..	—	5	1,157	17,600
Trade.....	2	8	178	2,970
Finance.....	—	—	—	—
Service.....	2	7	296	2,590
Public administration.....	—	—	—	—
ALL INDUSTRIES.....	8	54	34,445	432,830

Table G-3—Strikes and Lockouts, by Jurisdiction, December 1970, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	1	65	1,170
Prince Edward Island.....	—	—	—	—
Nova Scotia.....	—	1	64	1,470
New Brunswick.....	—	—	—	—
Quebec.....	1	9	2,884	33,930
Ontario.....	4	25	29,708	368,190
Manitoba.....	—	1	750	16,500
Saskatchewan.....	—	—	—	—
Alberta.....	—	1	40	880
British Columbia.....	2	15	918	10,640
Federal.....	—	1	16	110
ALL JURISDICTIONS.....	8	54	34,445	432,830

Table G-4—Strikes and Lockouts Involving 100 or More Workers, December 1970 (Preliminary)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				Dec.	Accumulated	Termination Date	
Location							Result
Manufacturing							
WOOD							
	Weldwood of Canada (Canim Lake S/M & Plywood Div.), Exeter, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	299	990	3,980	Nov. 17 Dec. 7	Renewal of collective agreement—74¢ an hr. increase over 3 years plus any increase that coast union may have received, thus complete parity.
	Finlay Forest Industries, Mackenzie, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	190	380	380	Dec. 11 Dec. 16	Alleged grievances over living conditions and shifts scheduling—Return of workers.
PRINTING AND PUBLISHING							
	The Windsor Star, Windsor, Ont.	Three unions (AFL-CIO/CLC)	125	1,750	1,750	Dec. 2 Dec. 18	Wages, vacations, holiday pay, pensions, medical coverage, contract wording—\$43. a week increase spread over 3 years.
PRIMARY METALS							
	Aluminum Co. of Canada Ltd., Richmond, B.C.	Steelworkers (AFL-CIO/CLC)	100	2,200	4,900	Oct. 23 —	Failure to negotiate a new agreement—
METAL FABRICATING							
	Hawker Siddeley Canadian Bridge Div., Windsor, Ont.	Steelworkers Loc. 2471 (AFL-CIO/CLC)	500	6,500	6,500	Dec. 14 —	Wages, working conditions—
TRANSPORTATION EQUIPMENT							
	General Motors of Canada, Ste-Thérèse Ouest, Qué.	Auto Workers Loc. 1163 (CLC)	2,300	29,900	156,400	Sept. 14 Dec. 18	Wages, other matters—Wage increases, other improved benefits.
	General Motors of Canada & subsidiaries, Various locations, Ont.	Auto Workers various locals (CLC)	23,500	305,500	1,598,600	Sept. 14 Dec. 18	Wages, other benefits—Wage increases, other improved benefits.
	Motor Coach Industries Ltd., Winnipeg, Man.	Machinists Loc. 1953 (AFL-CIO/CLC)	750	16,500	33,000	Oct. 30 —	Breakdown of negotiations—
ELECTRICAL PRODUCTS							
	Franklin Mfg. Co. Ltd., Galt, Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	4,500	65,270	Apr. 11 Dec. 17	Wages, fringe benefits, grievance procedures, length of agreement—93¢ an hr. increase over 33 month agreement; 3 weeks vacation after 8 years, other improved benefits.
	John Inglis Co. Ltd., Stoney Creek, Ont.	Auto Workers Loc. 525 (CLC)	407	3,660	30,530	Aug. 27 Dec. 14	Wages—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, December 1970 (Preliminary) (Cont.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
				Dec.	Accu- mulated	Termination Date	
	Electric Storage Battery, Mississauga, Ont.	I.U.E. Loc. 512 (AFL-CIO/CLC)	180	3,960	12,060	Sept. 28 —	Not reported—
	Northern Electric Co. Ltd., Bramalea, Ont.	U.E. Loc. 531 (Ind.)	2,890	11,560	66,470	Nov. 4 Dec. 7	Wages, fringe benefits—16% wage increase over 30 month contract other improved benefits.
MISCELLANEOUS MANUFACTURING							
	Johnson, Matthey & Mallory, Etobicoke, Ont.	CLC-directly chartered	300	6,600	9,900	Nov. 16 —	Plant closure clause—
Transportation and Utilities							
TRANSPORTATION							
	W. J. Mowat Ltd., Toronto, London and Hamilton, Ont.	Specialized Parcel Delivery & Handlers Union	148	3,260	4,890	Nov. 16 —	Dismissal of an employee—
COMMUNICATION							
	Québec-Téléphone, Various locations, Québec.	I.B.E.W. Loc. 2200 (AFL-CIO/CLC)	425	1,700	6,380	Nov. 14 Dec. 7	Fringe benefits—9% wage in- crease in 1971, 6% in 1972; other improvements.
POWER, GAS AND WATER							
	Consumers Gas Co. Ltd., Various locations, Ontario.	Chemical Workers Loc. 161 (AFL-CIO/CLC)	560	12,320	18,480	Nov. 16 —	Wages, fringe benefits—
Service							
HEALTH AND WELFARE							
	Victoria Hospital, London, Ont.	Service Employees Loc. 220 (AFL-CIO/CLC)	150	150	150	Dec. 14 Dec. 15	Alleged grievances over working conditions and the suspension of 16 workers—Return of workers

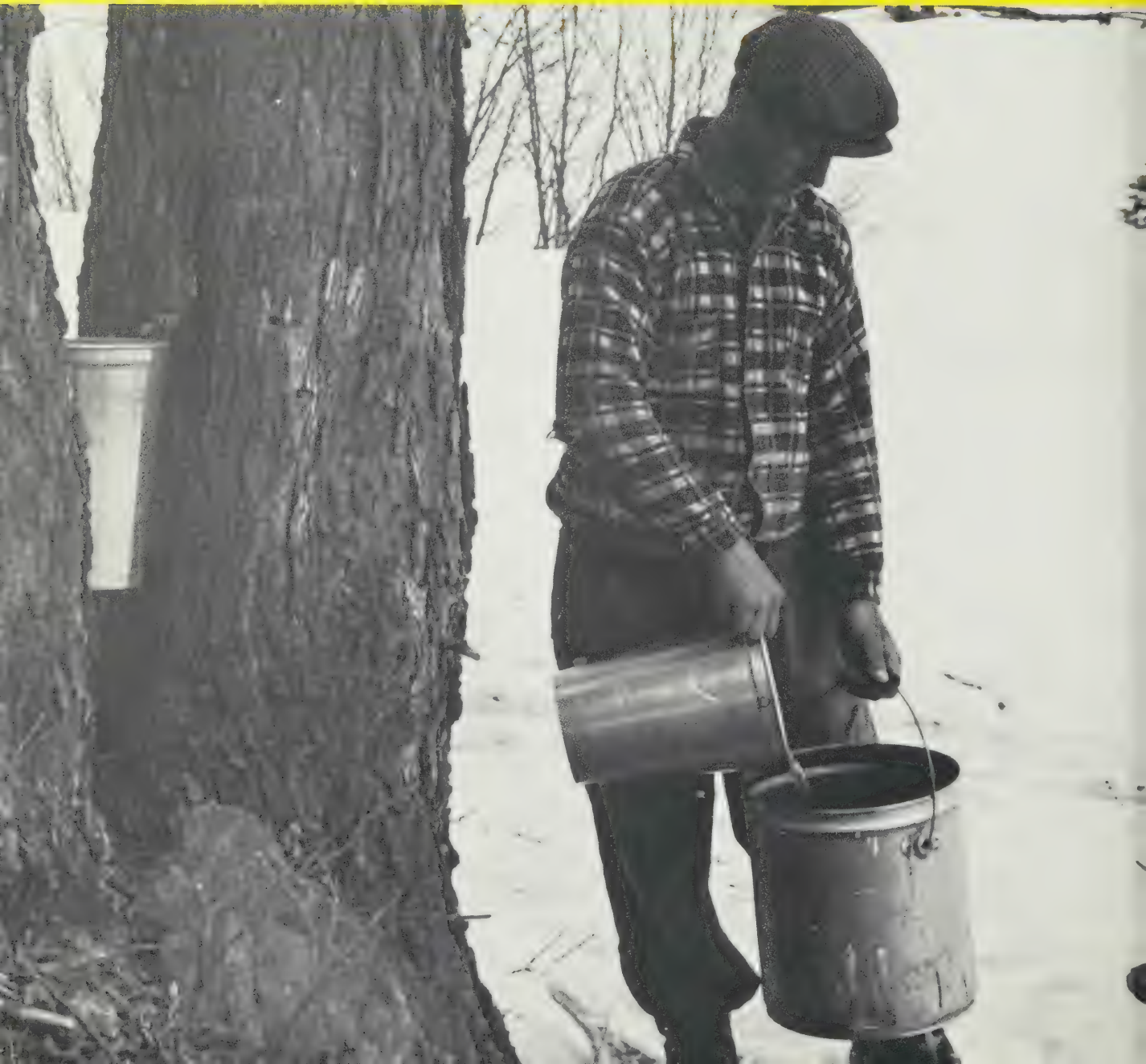
*Federal jurisdiction.

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Most employees view the world from the bottom up. They're looking for personal autonomy rather than institutional autonomy. This requires a steady job with enough pay after taxes to buy the standard of living that is dangled before them. In this struggle for personal independence, their union is a means, not an end. And affiliation is not as important as its bargaining effectiveness. See: "International Unions and the Struggle for Employee Independence," by Murray Cotterill, p. 232.





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News briefs

■ **Federal and provincial laws concerning equal pay for men and women for work of equal value show “a substantial degree of compliance” with an International Labour Organization Convention**, according to a study by the Canada Department of Labour. The study, titled “Equal Remuneration for Work of Equal Value,” examines the present legislation, both federal and provincial, and indicates what action is required in each jurisdiction to achieve full conformity with the ILO Convention.

All jurisdictions in Canada, except the Yukon, have endorsed by legislative measures the main requirement of the convention, which is to promote and ensure the application of the principle of equal remuneration. Three provinces—Newfoundland, Prince Edward Island and Nova Scotia—set lower rates of minimum wages for women than for men, despite having equal pay legislation in their statutes. No two jurisdictions have exactly the same legislative wording to define the concept of “equal pay for equal work,” and rationalizing the inconsistencies in this area may also delay Canada’s ratification of the Convention.

The study states in a foreword, that Canada will eventually seek to discharge its international obligation to ensure the full application of the principle over a period of time, through action taken at both the provincial and federal levels. “There is still much to be done in order to fully achieve in practice the principles of the con-

vention,” commented Labour Minister Bryce Mackasey. “Meanwhile, the federal Government will be consulting with the provinces with a view to ultimate ratification.”

The study is the second of a series. The first dealt with minimum age for employment. Copies of the study are available from the International Labour Affairs Branch, Canada Department of Labour, Ottawa 4.

■ **The federal Government began on 1 February 1977 to pay 50 per cent of the Medicare premiums paid by federal employees working in those provinces that levy monthly premiums** (Ontario, Alberta, and British Columbia). This first phase did not affect federal employees in Manitoba and Saskatchewan.

On April 1, the federal Government will pay 50 per cent of the provincial monthly premiums, or 25 per cent of the projected provincial share of per capita costs of Medicare, whichever is the greater. This will result in increased payments for federal employees in Saskatchewan, Manitoba, Québec, New Brunswick, Nova Scotia, Prince Edward Island and Newfoundland. The present insurance plan will continue to operate in the Yukon and Northwest Territories until territorial Medicare comes into operation.



Donald MacDonald and Bryce Mackasey at Cuernavaca

Labour Minister Bryce Mackasey and Canadian Labour Congress President Donald MacDonald in January visited the campus of the Inter-American Institute for Labour Studies at Cuernavaca, Mexico, where the Canadian Labour Congress and the Canadian International Development Agency are assisting in the construction of additions to the school (LG, Feb., p. 79). The project will provide a classroom building, a dormitory and a library. Mr. Mackasey said that he was pleased to visit the construction site to learn at first hand the contribution that the CLC project will make to labour education in Latin America. He noted also the important assistance given to the project by the Canadian Government through the Canadian International Development Agency.

■ Employees at two Ontario companies have accepted wage freezes. An 18-month wage freeze was agreed to by employees at Canadian Acme Screw and Gear Ltd. and Monroe Acme Ltd., Toronto. Local 984 of the United Auto Workers agreed to an 18-month extension of the former contract, effective from 25 January 1971 to 25 July 1972. The agreement covers 870 employees. The continuing hourly wage rates are \$2.79 for a labourer and \$3.74 for an electrician. The company had originally wanted a three-year freeze and had threatened to close the plant, saying that it could not afford any increase in its costs because of reduced business.

At Dunlop Canada Ltd. in Whitby, employees accepted a 12-month extension of their former contract, effective from 1 June 1971 to 31 May 1972. The agreement covers 520 employees. The production employees at the plant are represented by Local 494, United Rubber, Cork, Linoleum and Plastic Workers of America. The current rates to be maintained are \$3.15 an hour for a sweeper and \$4.09 an hour for an electrician.



■ The Canadian Railway Labour Association executive for 1971 is shown in the accompanying photograph. The CRLA represents all of Canada's organized railwaymen. Seated left to right are: J.C. Walsh, Representative, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada; W.C.Y. McGregor, CRLA Chairman, and International Vice-President, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees; Peter Carew, CRLA Executive Secretary. Standing are: Harold Stockdale, Representative, Brotherhood of Railroad Signalmen; A.M. Hopper, CN System Federation Chairman, Brotherhood of Maintenance of Way Employees, D.N. Secord, President, Canadian Brotherhood of Railway, Transport and General Workers; and G.C. Gale, Canadian Vice-President, United Transportation Union. Absent: J.F. Walter, CRLA Vice-Chairman, Brotherhood of Locomotive Engineers.

■ An increase of \$1.40 an hour spread over two years has been won for tradesmen working on new construction for four companies in British Columbia. The agreement was signed in December between Local 1-217 of the International Woodworkers of America and Forest Industrial Relations, bargaining agents for the construction companies.

The increase will give the qualified tradesmen \$6.04 an hour on 1 January 1972. Helpers and improvers will receive an increase of \$1.10 an hour over two years retroactive to 15 June 1970. Wage rates for improvers on 1 January 1972 will be \$4.92 an hour, and the rate for helpers will climb to \$4.62½ an hour. The contract contains also new seniority provisions, new away-from-home living cost provisions, new car mileage rates and an agreement that the company will supply eye protection on all jobs "except in the case of welding and burning." The union claims that the increase given the tradesmen is one of the largest ever negotiated in the history of the IWA.

Accountants, engineers, scientists and other professionals are having as much trouble finding positions as blue-collar workers, says the Technical Service Council, Toronto-based, non-profit placement service operated by industry. Jobs for such professionals have plummeted by 30 per cent in the last year, while the number of job hunters has increased by 17 per cent, according to a survey of 1,400 companies across Canada.

Despite the increase in job hunters, employers report difficulty filling openings for men with five to 15 years of experience. Starting salaries range from \$10,000 to 25,000. Most firms are insisting on experience in their own industry or specialty, and they expect the new employee to require little training. Rising costs have encouraged companies not to compromise, and many senior positions are still open for from three to six months.

Canadian industry has few openings for holders of Ph.D. and M.Sc. degrees in engineering and science, although they are being graduated in near-record numbers. A Council survey of 419 current jobs for experienced engineers and scientists shows that only 22 require advanced degrees. "Experience is more important to most employers than an advanced degree," according to N.A. Macdougall, General Manager of the Council. Of 101 current openings for electrical engineers, only one requires an advanced degree, while one other preferred it. Even in electronics, a field which is fast-changing, none of the 27 jobs surveyed required an M.Sc. or Ph.D., although three employers preferred one. Other fields surveyed showed a similar limited interest, although 14 civil engineering jobs, mainly with consulting engineering firms, preferred a Master's degree for client-contact positions. In all cases, the employer required directly applicable experience in addition to the degree.

Most employers will consider a man with an M.Sc. for a job requiring only a B.A. Personality, motivation and experience will play a greater part in his choice than a second degree. They have more reservations about holders of Ph.D. degrees. They consider them research-oriented, and often are reluctant to hire them for other types of work. Companies think they can obtain more useful industrial experience for the same salary.

"I wouldn't know what to do with a Ph.D. We've never had one on our staff," says a typical employer. A mining executive says, "We want geologists who can find ore, not look at books and write technical papers." There

is nothing to suggest that a Ph.D. is better at finding ore than a B.A. Employers also complain that the Ph.D. is narrow and not trained in interdisciplinary techniques.

Postgraduate training may make a man less saleable in today's job market. The TSC advises Bachelor's and Master's in engineering and science who are having trouble finding jobs against taking further postgraduate training. It may be preferable to take a sub-professional job to get one's foot in the door, rather than to take advanced training that is in even less demand.

■ **Robert Stewart of Halifax is the new President of the Canadian Construction Association, succeeding R. G. Saunders of Vancouver.** Mr. Stewart is President of Cameron Contracting Ltd. of Halifax, a company with which he has been associated since 1953. He has been in turn a provincial vice-president, a director, and a national vice-president of the CCA. Born in Shediac, N.B., in 1923, Stewart received his early schooling in Yarmouth, N.S., and attended Westmount High School in Montreal. After service in the RCAF, he graduated from McGill University as a civil engineer in 1949.

Robert Stewart



■ A week-long labour education school for women only, sponsored jointly by the Canadian Labour Congress and the Québec Federation of Labour, was held from March 14 to 19 at St. Donat de Montcalm, north of Montreal. Jean-Jacques Jauniaux, Québec Education Director for the CLC, said that the idea for such an undertaking has been developing for several years.

"The number of female trade unionists keeps growing and will soon reach 50 per cent of the total organized labour force," Mr. Jauniaux said. "In spite of this, very few women are ever elected to fill administrative offices in the labour movement. With these seminars, we hope to get women workers more interested in union matters, and better able to share in the decisions affecting their lives and careers." Jauniaux pointed out that mixed classes usually contain only one or two women for every 20 men. "Obviously under such conditions you cannot expect women to express themselves and participate as freely as they would wish," he said.

"There is no intention to initiate a policy of segregation of the sexes within the labour movement; in fact, all other CLC-sponsored courses remain on a mixed basis," he said. "We simply hope that after a while the number of women attending mixed courses will rise considerably; and that we can then discontinue the women-only schools. We hope that, as a result, there will be an increase in the number of women elected to higher offices or appointed to staff positions within the labour movement."

Two other schools, both co-educational, were held at the same location in February and March. The curriculum was the same for all three schools: grievance procedure; labour legislation; collective bargaining; parliamentary procedure; structure of labour; workmen's compensation and unemployment insurance legislation; political action; and sociology. The only difference between the three schools is that most of the courses at the women's school were led by women instructors; and the instruction ended with a one-day seminar during which the students discussed the problems facing organized working women.

■ Wage parity for women has been won at Swift Canadian Co. Ltd. under the terms of a new collective agreement. The new agreement, effective 4 January 1971, covers Swift packing house workers in Vancouver, Edmonton, Winnipeg, Toronto and Moncton, and was signed three months ahead of the expiry date for the old agreements.

Increases for women are: 95 cents an hour, with 40 cents of it to begin immediately; and up to \$1 an hour for some employees. Increases for men range from 84 cents to 97 cents an hour, depending on skills. The average wage rate, including the first increases of January 1971, will be \$3.85 an hour. A cost of living escalator clause is incorporated in the agreement, and it provides for an increase of 1 cent an hour for each 0.5 per cent increase in the Consumer Price Index, if the index climbs by 5 per cent above the level of March 1971 and for each year thereafter. Changes in the pension plan will now give a minimum pension of \$5 a month for each year of service for employees retiring after January 1, 1971.

■ Eighty-nine per cent of university and college students who looked for paid summer employment in 1970 were successful in finding jobs for at least part of the summer, according to a survey made by the Department of Manpower and Immigration. Of those who found work, 57 per cent worked for two to four months; 21 per cent for one to two months; 13 per cent for more than four months; and 7 per cent for less than one month. Earnings averaged \$960 per student. In 1970, 62 per cent of the students found work in private industry, compared with 72 per cent in 1969. Government at all levels in 1970 provided work for 30 per cent of the students, while educational institutions provided for 6 per cent of them. The remaining students surveyed did not indicate in which sector they worked.

■ The conciliation services offered by the Canada Department of Labour in 1970 brought about peaceful settlements in 92 per cent of the disputes referred to the Department from enterprises within federal jurisdiction, Labour Minister Bryce Mackasey reported in a address to students of the Faculty of Business, University of Calgary, in February. Mr. Mackasey said that conciliation officers and conciliation boards between themselves ended 121 disputes, thereby obviating any need for strike action. The 121 disputes concerned more than 21,000 workers.

Retired employees of the Ontario Government have been given an increase of 2 per cent a year in their pensions as of 1 January 1971. About 4,300 former employees, who retired before 1970, or their dependents, will qualify. Each retired employee will receive an additional 2 per cent of his pension compounded for each year in retirement. The maximum benefit will be a 50 per cent increase in pensions for those who retired in 1950 or earlier. Similar pension increases have been given to retired Ontario teachers. The Ontario Government raised the minimum annual pension to \$2,100 or \$1,050 for widows in 1969. The new increase will apply to the original entitlement, but the beneficiaries will continue to receive the supplement if their recalculated pensions fall below those levels. The changes do not provide for a future automatic increase related to the cost of living index, but the Government is considering additional recommendations on funding and benefits of its pension program.

The Jacques-Cartier Typographical Union, Local 145, of Montreal, affiliated with the Québec Federation of Labour, celebrated its centennial in 1970. It is one of the oldest French-speaking unions in the Province of Québec.

The union was formed by a group of French-speaking typographers in January 1870, and has been affiliated with the Typographers' International Union ever since. The members were following the example of their English-speaking fellow workers who, some time before, had formed their own local. Among the pioneers of the project were Peter Crosby, then Chief Editor of the Daily News and of the Transcript, and Pierre Giffard, typographer and foreman at L'Etendard. Mr. Trefflé Boulanger, who later became president of La Presse, also attended the first meeting of the founders.

When Local 145 was founded, working conditions for typographers were particularly difficult. It was not uncommon to find 14-year-old children in the shops. In 1890, a typographer still earned only \$6.00 to \$7.00 for a 60-hour week. Today the Jacques-Cartier Typographical Union has 600 members, approximately half of whom are employed by the Montreal dailies La Presse and Montréal-Matin.



Carol Lutes

■ Carol Lutes has been appointed Co-ordinator of Equal Employment Opportunities by the Public Service Commission of Canada. The creation of such an office was one of the major recommendations contained in a report prepared for the Commission by Kathleen Archibald—*Sex and the Public Service* (LG, Nov. 1970, p. 784).

With the appointment of Miss Lutes, the Commission aims to develop plans that will help women further their careers. She will report directly to one of the three Commissioners of the Public Service Commission and conduct a series of studies on which to base programs and prepare recommendations for the Commission's consideration. Miss Lutes, who was public affairs director for the Ottawa Citizen, joined the newspaper in 1962 as a staff writer and in 1965 was appointed assistant women's editor.

Labour relations around the world

■ The Metal Trades Committee of the International Labour Organization has asked the Governing Body of the ILO to make a study of the social impact of multinational corporations in the metal trades "in the fields of human resources (especially in the area of income maintenance and training), conditions of work and life and industrial relations, in line with the social principles developed by the ILO." This recommendation came from a meeting of the Metal Trades Committee held at Geneva in January. This 9th session of the Committee was attended by 220 representatives from 27 countries.

The Committee asked also that the ILO, in co-operation with other international bodies, make studies of health risks in the metal trades, and set up general international standards in the field. The committee said that it is necessary to "protect the health of the workers in the metal trades against pollution of the workplace, in particular through gas, radiation, noise, dust, spreading particles, an bad climatic and light conditions," and through the use of such materials as lead, beryllium, manganese and cadmium.

The Canadian delegation to the meeting was headed by Government delegate K.P. DeWitt, Assistant Director, Labour Management Consultation Branch, Canada Department of Labour. The other Government delegate was W. Davy, Director, Industrial Training Branch, Ontario Department of Labour. The employer delegates were: J.-P. Villeneuve, President, Volcano Ltée, Montréal, and E.W. Greenslade, Director of Personnel and Industrial Relations, Westeel-Rosco, Toronto. The worker delegates were: Aldo Caluori, International Association of Machinists and Aerospace Workers, Pont Viau, Qué., and Antoine Potvin, President, Fédération des Travailleurs de la Métallurgie des Mines et des Produits Chimiques, Arvida, Qué.

■ The United States has a new Railroad Safety Act that was signed into law by President Nixon in October. The Act gives the Secretary of Transportation authority to set up and police standards, empowers him to control shipment of hazardous material, and gives him authority over grade crossings and railroad rights-of-way.

The Act established a central reporting system for hazardous materials accidents to provide technical data and advice to communities and carrier to meet any emergency. Commenting on the Act, Secretary of Transportation John Volpe said: "For the first time the federal Government has the authority to move directly and swiftly to prevent accidents or to take corrective action if they occur. In addition to the problems of moving hazardous materials, the Department of Transportation will be able to make a determined effort to eliminate grade crossing accidents that took the lives of more than 1,500 persons in 1969.

■ About 1,600,000 U.S. workers will receive pay increases amounting to \$324,000,000 a year through a 1. The increase from \$1.45 an hour to \$1.60 will apply to employees of small retail or service establishments, laundries, dry cleaners, hotels, motels, restaurants, schools, non-federal hospitals, and nursing homes. Others in the work-force are already covered by the \$1.60 minimum under the federal Fair Labor Standards Act. The exception is in agriculture, where the minimum is \$1.30 an hour.

The aggregate membership of trade unions in Britain at the end of 1969 was approximately 10,302,000, reports the Ministry of Employment and Productivity. This number was 268,000 or 2.7 per cent more than the 1968 total.

The number of males in unions at the end of 1969 was 8,411,000, up 1.7 per cent from 1968. And the number of females was 2,460,000, up 6.0 per cent from 1968. The total of 10,302,000 included 53,000 members in branches in the Irish Republic and 7,000 in other branches outside Britain.

At the end of 1969 there was a total of 508 unions; 172 of these had fewer than 1,000 members each, and included 212 with fewer than 500 members each. These smaller unions accounted for less than one per cent of the total membership of all unions. In contrast, the 24 largest unions, each with 100,000 or more members, accounted for 73.4 per cent of total membership. Nine unions had more than 250,000 members each, for a total of 5,684,000—or 55.2 per cent of the combined union membership. The report shows also that, although trade union membership increased over the last 10 years by about 7.1 per cent, the number of separate unions declined by about 24 per cent.

The Alliance for Labor Action reports that about 10,000 workers have been organized into its affiliated union-AFL-CIO unions in the Atlanta, Georgia area since September 1969. The Alliance has won 40 of 60 certification votes and others are pending. The ALA reported also that, in the first 12 months of its existence, it contributed more than \$1,000,000 to 20 national and community organizations in the United States. The ALA is composed of the United Auto Workers, the Brotherhood of Teamsters, the National Council of the Distributive Workers of America, and the International Chemical Workers' Union (LG, Aug. 1970, p. 549).

■ Heinz O. Vetter, President of the German trade union federation (DGB), was elected President of the European Confederation of Free Trade Unions in the Community on December 10 in Brussels. He succeeds André Kloos, President of the Netherlands trade union federation (NVV), who has now become Chairman of the Dutch television service (VARA). The ECFTU Executive Board, which took the decision, welcomed also the EEC proposals for economic and monetary union, on condition that sufficient guarantees are given to ensure democratic control, and that the trade union organizations obtain the same rights on the European level as on the national level.

■ Government fiscal policies to help create productive employment were the subject of a January meeting of economists at the International Labour Office in Geneva. The economists discussed the role of fiscal tools including tax structures, subsidies and exchange and interest rates in influencing such factors as the relative prices of capital and labour, patterns of production and consumption, exports, and needs of rural areas. Their conclusions are being embodied in a report that will be used to inform governments of the fiscal policies open to them, to emphasize the importance of employment criteria in national and international development planning and research, and to guide the future work of the ILO in this field.

■ Nearly 31,000,000 American women—43 per cent of working-age women 16 years of age or older—were employed or looking for work in January 1970, reports the New York State Department of Labor. Fifty years ago—the same year that U.S. women gained the right to vote—8,200,000 women, 23 per cent of working-age women, were in the labour force. Almost three out of five women in the labour force were 35 years of age or older, and two out of five were 45 years old or over. The median age was 39 in 1969.

■ An international meeting on the use of audio-visual media for labour education is being held from April 27 to 29 in Esbjerg, Denmark. Organized by the International Labour Film Institute, the meeting's purpose is to increase the use being made of these media. Representatives of trade unions will be able to view and acquire films, slides, film-strips and other audio-visual aids for their own use. The Institute, which is closely connected with the International Confederation of Free Trade Unions, acts as an international centre for the collection and dissemination of films and audio-visual material for trade unions.

■ The United States has a new Safety and Health Act that authorizes the federal Government to set out and enforce occupational safety and health standards applicable to all businesses dealing in interstate commerce. About 55,000,000 workers will be affected. The Act authorizes loans to aid small businesses in complying with the standards; requires federal agencies to have occupational safety and health programs consistent with the standards developed; authorizes establishment of a National Commission on State Workmen's Compensation Laws to report by 31 July 1972; and provides for an Assistant Secretary of Labor for Occupational Safety and Health.

50 years ago

A national industrial conference in Ottawa on the building and construction industry, results of a study of company housing, a U.S. study of accident-prone women in industry, a new kind of industrial college, and the appointment of a woman immigration agent for Manitoba were some of the topics reported in *The Labour Gazette* of April 1921.

■ At the request of the National Joint Conference Board of the Building and Construction Industry in Canada, the Minister of Labour convened a national industrial conference in Ottawa on 3 May 1921. Discussed at the conference were: existing conditions in the industry; the shortage of dwelling, commercial and public buildings; the seasonal nature of the industry and possible methods of regulation; development of technical training; factors in building costs; efficiency and its relation to production and hours of labour; wages and their relation to cost of living; distribution of labour, unemployment insurance, industrial safety; and the development of joint industrial councils.

■ Results of a study on housing by employers in the United States were released by the United States Bureau of Labor Statistics. The investigation, covering manufacturing and mining towns, chose 213 companies as representative of all employers providing housing accommodation for their workers. The companies employed 462,991 men, of whom 160,645 or 34.4 per cent were housed by their employers.

Company housing dates from the time when industry passed from the home to the factory. In the early part of the 19th century, "many colonial iron masters ruled with almost feudal sway over a neighbouring settlement of their labourers and country people, and such enterprises often became the nucleus of a permanent village."

The main reason for a housing policy was the impossibility of supplying homes for the workers in a new district by ordinary commercial methods. Although these settlements were common in mining communities, they became increasingly prevalent elsewhere as in-

dustry began moving away from the overcrowded centres. Apart from the motive of necessity, employers found that the creation of a company town ensured the character and loyalty of their workers. "Tenants for company houses," the report stated, "are selected not because they are skilled, but on the basis of their indispensability and of their faithful and loyal service with the company."

The advantages of company housing to the employers were many. It attracted a better class of workmen and reduced labour turnover; the improved living conditions made the workers more contented and efficient; and the company had more control of the labour situation and a better chance of presenting a good public image.

Rents of company houses were moderate and well within the means of the low-paid wage earner; 68.6 per cent rented for less than \$8 a month. The cost of housing to the employer was a low \$383 for each employee house, although this amount did not include land or improvements. On his housing investment the employer received on the average a gross return of 8.3 per cent—percentage based on the original cost as reported by 60 firms. The Pennsylvania coal companies, however, obtained a gross annual revenue of 11 per cent on the total inventory value of the houses built by them for their workers. Few employers used a formal written lease in letting company houses to the employees, occupation being by "tenancy-at-will," to be terminated by either party without notice. Where leases existed, they contained provisions that were stated to have a "potent influence in times of strikes."

■ The New York Bureau of Women in Industry undertook a study of accidents among working women, covering the period from 1 June 1917 to 1 June 1918. One thousand accident cases in the metal, textile, clothing, paper products and printing industries were reviewed. Described in *Safety Engineering* for January 1921, the investigation showed that the highest percentage of accidents occurred among the very young and inexperienced workers. Almost one half of those injured were under the age of 21, and about 63 per cent were employed for less than a year. More than one half of the injured were receiving less than \$10 a week.

Married women, it was reported, were more accident-prone than their single counterparts. Although they made up only 10 per cent of the total number employed, they had 28 per cent of the accidents. It was thought that fatigue played an important part, as these women were breadwinners as well as homemakers. Ten per cent of the injured women were not actually at work, but had been moving about at the workplace.

The greatest number of accidents were inflicted by machinery, for during World War I many women were doing machine work for the first time. The metal industries led in machine accidents, a great number of them caused by power presses. Power sewing machines also were responsible for a number of accidents, needle injuries often becoming more serious through neglect. In the paper industry the machine that caused most accidents was the corner stayer; in the textile industry the loom, knitting machine and draw frame caused the heaviest toll.

Stumbling and falling accidents ranked next in number to machine accidents, and represented about 17 per cent of the whole—poor lighting, bad construction, obstacles, high heels and slippery floors being the direct causes of these accidents. Less than 1 per cent of the accidents resulted from lifting heavy burdens, but this source of injury is often slow to develop and difficult to trace. In three cases, the hair of the women was caught, and in two instances, the hands were drawn in because of the gloves worn. Only 2 per cent of the accidents were attributed to clothing.

In 100 personal interviews, half of the girls revealed that they were unable to return to work when their compensation period was over; others changed their type of work because the accident had made them apprehensive. The investigators who conducted the interviews subsequently recommended that safety training should play a greater part in industries where women are employed, that safety devices on all machines should be made foolproof, and that presses and sewing machine needles should be guarded. Fatigue was cited as the main reason for the accidents, however, and it was recommended that provision should be made for periodic rest periods, reduction of hours of work, and changes of processes. With these preventive measures, perfect machine guards and proper training in industry, the report concludes, "work accidents among women will take care of themselves."

■ A new kind of industrial college was being constructed at Antioch, Yellow Springs, Ohio. The aim of the college was to create generalists rather than specialists in industry, and the aim of the courses was "to develop the capacity for initiative, self-reliance, sound judgment, and the ability to carry ultimate responsibility." The courses were to cover all phases of administration including organization, personnel, management, accounting and cost-keeping, and salesmanship. The program allowed the professional or technical student to spend half his time at school and half at practical work allied as closely as possible to the line of his calling. Students were to alternate between a month at school and a month at work.

Courses were to extend over a period of six years, and it was planned that provisions could be made for students to be self-supporting during the college course. Nearby industries provided part-time employment, and further plans called for the construction on campus of a factory building that would house small industries offering work to students. The school was to be supported mainly by tuition fees that would range from \$200 to \$300 a year.

The Labour Gazette quoted from a then recent article in the New York Post: "Antioch is blazing a new path in American education. Students, teachers and trustees will be pioneers together in working out its destiny. The entire country is being searched for a faculty of men and women who have the courage, vigor, originality and vision to bring these hopes to fruition."

■ The Manitoba Government was reported to be considering the appointment of a woman immigration agent to personally select women in Britain for domestic service in the province. Half of her salary would be paid by the provincial Government, and half by the federal. A similar plan had been adopted by Saskatchewan.



International unions and the struggle for employee independence

Murray Cotterill is Public Relations Director (Canada) for the United Steelworkers of America, and Editor, Canadian Edition, of **Steel Labor**. He was for three years director of the political action committee of the former Canadian Congress of Labour. A former president of the Toronto and Lakeshore Labour Council for 10 years, he also served as personal representative in Western Canada for C. H. Millard, former Canadian Director of the United Steelworkers. Mr. Cotterill began working with the Steelworkers in 1940. He was one of the first 21 public relations specialists in Canada to be granted accreditation by The Canadian Public Relations Society, Inc.

by Murray Cotterill

Are international unions blocking development of an independent Canada? Or is membership in international unions a practical response by pragmatic Canadians seeking personal independence in a world of global employers?

In an article published in the November 1970 issue of *The Labour Gazette*—"The Struggle for Canadian Labour Autonomy"—Ed Finn, Research Director of the Canadian Brotherhood of Railway, Transport and General Workers, sees a struggle for Canadian union autonomy seething away within our country's labour movement. This, he explains, is part of a current nationalist fervour that requires Canadians to cut themselves loose from what he calls "at best, a benevolent U.S. colonialism."

Mr. Finn claims that international unions, which he labels "American unions," are already suffering from the secession of locals. But he supports his claim by some very selective evidence. He mentions three inter-

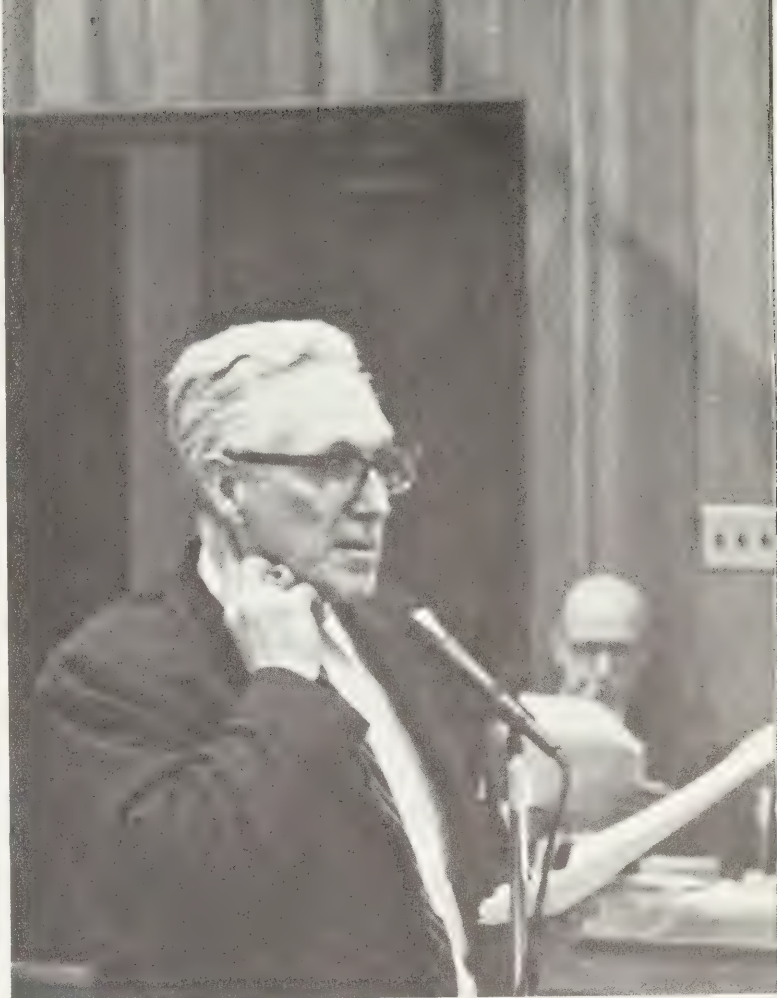
national unions that have lost some locals. In two of the cases, the secessions could be more accurately explained as normal western Canadian antagonism to all things eastern.

He neglects the biggest secession story of all: That's the case of the Montreal transit workers who switched from an international union to an all-Canadian union some years back because, as some all-Canadian unionists explained it, they would no longer have to "send their dues to the States," and because they weren't getting satisfactory bargaining results. Most recently, they've gone the whole hog and have seceded from the all-Canadian union because they wanted to stop sending their dues outside Quebec to Ottawa.

Despite the fact that successful international unions have been steadily evolving separate Canadian administrative structures, despite the fact that the Canadian Labour Congress is encouraging such administrative autonomy, and despite recently repeated assurances from union leaders in the United States that their Canadian members can have such autonomy or independence with their blessing any time they want it, Mr. Finn stays unhappy. Sometime soon, he avidly predicts, there will be a "titanic" struggle for "emancipation." And even if union members do stay phlegmatically indifferent, he points to nationalist politicians standing by with laws in the hopper designed to goad Canadian unions into secession from international unions for their own good.

With the greatest good will toward Mr. Finn and his spoiling for an all-out tussle with U.S. unionists, most Canadian union members aren't seething or struggling over this issue. Their all-Canadian unions and their international unions are both growing steadily in size among that section of Canadian employees who can get away with collective bargaining under Canada's rather one-sided labour laws. The recent spurt in all-Canadian unionism has taken place within the public service sector. But this hasn't been at the expense of the international unions, which have continued to expand within the private sector. National autonomy, in the form of separate Canadian administrative centers providing separate technical services under day-by-day direction by Canadian officers, is evolving steadily as a direct result of growing Canadian union size and effectiveness.

The trouble with many ardent nationalists is that, for all their protestations against America and its corporations, they view the world through U.S.-style managerial glasses—from the top down. In today's managerial society, power always flows downward, never upward. It's the head office that counts. The trademark is essential. This means that maple leaves or fleurs-de-lis must be



Murray Cotterill

plastered vividly on every exposed surface. Furthermore, fraternization with the competition outside Canada or outside Québec is dangerously disloyal, particularly on the part of the susceptible masses who have not had the protective advantage of a university or classical college education.

But most employees view economics, political science and the world about them from a different angle. They view them from the bottom up. They aren't struggling for institutional autonomy. Their struggle is for personal autonomy. That requires, as in other industrialized lands, a steady job with enough pay after taxes to buy their families the standard of living dangled before them by their boss's advertising agency and by the beautiful-people pushers in the mass media.

In this struggle for personal independence, their union is a means, not an end. Its affiliation is not as important as its bargaining effectiveness. Who bothers to look for a U.S. union leader to act the role of an absentee despot when the chief threat is some efficiency addict of a manager right here at home?

When employees talk about their union, they are usually talking about their local union. That's the important organization. It's their local union that negotiates agreements; more important, it's the local union that takes up personal grievances.

Sooner or later the most self-centred local unionist realizes that a strike or lockout could take place, and that an isolated, independent local could be easily wiped out. You might be able to weather the storm personally, but there are young fellows without savings, old-timers who aren't yet qualified for a pension, and plain and ordinary spendthrifts who are always in hock to a finance company. Although your union is no stronger than its weakest link, you have to make sure that these fellow employees can get help during a crisis.

Your employer has competitors or other branch operations that could do your work. To safeguard your own job, it's important that these fellow employees be organized too. Your employer can afford high-priced lawyers and technical advisors to help him outmanoeuvre your bargaining committee. It's only common sense to provide similar assistance to your bargaining committee in order that it can counter-manoeuvre. Your employer has political pull. He is always after laws to weaken your bargaining power. He is always opposing things like higher minimum wages, better compensation, higher old age pensions, and medicare. He is always whining for more anti-union laws. Your local needs political pull as well.

All of these things cost money, which you must provide in the form of dues dollars. But it is only human nature for people to try to take unnecessary time off at the union's expense. It's only human nature for elected officers to want as high a salary as possible. The answer? Spread the cost by affiliating with other local unions over as wide an area as possible. Then truculently oppose dues increases at membership meetings. That will keep the finances under control.

The exact initials of needed local union affiliations and the details of various per capitas can be safely left up to the smaller group of union activists who specialize in such matters and who end up being drafted as stewards or elected to local union offices.

You might expect fellow Canadians to be your natural allies. But the unpleasant fact is that, in labour-management disputes, fellow Canadians tend to divide along class lines in both official languages. Furthermore, fellow Canadians with common interests in many occupations can be few in number and widely separated. American workers, who get higher pay just because they are

Americans, are more numerous in more occupations—and they often live closer. It's simply nonsense not to have them help spread union financial risks. It's almost insane if, as is increasingly the case, your own boss happens to be managing a branch operation of the same company that is also arguing with its American workers.

The officers of faraway union institutions such as labour councils, federations, congresses and national or international union headquarters don't worry the average union member very much. They are elected. Therefore they're primarily concerned about re-electability. That makes them act quite differently from the top brass of corporations who are primarily concerned about making a profit and exercising authority.

The average union member is quite right. Top union officers, all-Canadian and international alike, do prefer to let local unions settle as many of their own problems as possible. If they live in the United States they would be only too happy to see the Canadian section of their union become so big that it becomes self-financing and capable of settling as many problems as possible in Canada. Any study of internal arguments brought for final judgment to a national or international union convention consists, almost invariably, of complaints against local union officers or close-at-hand officials. Most complaints about top officers are that they tend to support local union officers instead of agreeing with local union critics of those local union officers.

The same rules apply to union finances. **In most unions, half or more of the basic dues dollar stays as near home as possible in the local union's own treasury, or is shared between that local and some Canadian district structure such as a joint board or joint council of local unions.** In the case of the bigger industrial unions, both all-Canadian and international, a larger section of the dues may go to the central organization. In these cases, the money is used to pay full-time field staff and specialists, thereby relieving the local of the need for full-time business agents.

Because full-time personnel in Canada get paid in Canadian dollars, because bills for goods and services in Canada get paid in Canadian dollars, because U.S. staff and U.S. suppliers want their money in U.S. dollars, and because all unions consider Canadian and U.S. dollars to be equal, the practice is simply to deposit Canadian dues dollars in a Canadian bank to pay Canadian costs, and to deposit U.S. dollars in U.S. banks to pay U.S. costs.



The big U.S. complaint in most international unions with a large Canadian membership is that, under this system, Canadian sections seldom pay their own way, and they need massive subsidies from U.S. union members. The costs of organizing, servicing, bargaining and striking are all higher in Canada than in the United States. That's a natural result of having to operate in a bigger geographical area with a thinly spread, bilingual population, under laws that require compulsory conciliation and compulsory arbitration of all disagreements, and where the cost of strikes has been traditionally higher.

Despite subsidization of Canadian sections reported by 29 international unions, the latest Corporations and Labour Unions Returns Act figures for 1968 list net Canadian income (after Canadian locals get their larger share of the dues dollars) for all international unions of \$41,514,000. Expenditures in Canada by all international unions during the same year totalled only \$29,544,000.

On the surface, this looks like approximately \$12,000,000 in Canadian dues remaining under the control of international union head offices. But, this could be justified solely on the grounds that, in any international union with a small Canadian membership, Canadian members pay their share of services and know-how provided by their international union headquarters. (In this connection, CALURA comparisons show that they aren't getting a bad bargain. In addition to the big percentage of their dues dollars remaining in local hands, Canadian international union members pay only 40 per cent of the balance for head office and Canadian service, while the all-Canadian local unionists must pay out 72.3 per cent of their surplus dues for similar assistance.)

Another explanation is that many older unions have had to develop social security and insurance funds, rather than negotiate such protection from their employers. Were they to set up purely Canadian funds, they obviously could not get the same ratio of premium-to-benefit. They could, of course, spread the risk by some form of co-insurance in co-operation with other insurance funds. This would, of course, have the same result as far as U.S.-Canadian statistics were concerned. In order to co-insure safely, it would make sense to co-insure with the larger units south of the border, just as private insurance companies in Canada do as a matter of normal routine now.



But the real benefit received by the international unionists shows up vividly when you examine CALURA figures on strike funds and strike benefits. In 1967 Canadian members of international unions paid \$9,250,000 into international union strike funds. They got back \$14,547,000. And 1968 wasn't that bad a year. The difference that will show up in 1969 and 1970 when the millions upon millions of dollars paid in strike benefits to Canadian Steelworkers and Auto Workers are added will be even more dramatic.

CALURA figures for components of expenditure show that, from 1962 to 1968, 49.2 per cent of all international union expenditures in Canada went toward supplying strike welfare to their Canadian members. This was more than the total cost of international headquarters Canadian headquarters and Canadian field staff over the same period, which averaged only 40.4 per cent of expenditures.

The percentage of dues coming back in the form of strike assistance to national unionists reveals a somewhat different set of priorities. It averaged only 3.5 per cent of total expenditures, not much more than the 2.0 per cent paid for professional fees. Admittedly, this reflects the fact that the big national unions operate in railroad and public service, where long strikes seldom take place. But it also reflects the fact that many smaller unions carry an all-Canadian label as a disguise for bargaining ineffectiveness. You wait for the big boys to set the pattern, and cash in later on the cheap.

Of course, none of CALURA's financial data reveals the real balance sheet. Even with stronger unions keeping money at home in Canada, 1969 profits taken out of Canada by international corporations came to \$1.5 billion. How much less would Canadian employees have been able to bargain from giant international corporations that provide so many of our industrial jobs if Canadian workers had been forced to depend upon their own resources in a showdown? The extra billions in Canadians' pockets and the extra tax revenue extracted by the Canadian Government from international corporations' pockets must be balanced against any theoretical due loss before we can strike a true balance on the role of international unionism in Canada.

It is an interesting side issue that international unions with 1,353,000 members in Canada, have cash, deposits and investments in Canada totalling \$85,165,000. All Canadian unions with 793,142 members have seen fit to bank and invest only \$11,790,000 in their own country.



Viewed from this bottom-up viewpoint of the individual Canadian unionist, the image of "American" unions surreptitiously penetrating a helpless Canada to secretly plant the Stars and Stripes is utterly unrealistic. It is also historically inaccurate.

The earliest North American unions were craft unions. Far from being U.S. inventions, they were brought across the ocean at approximately the same time by skilled journeymen who viewed the U.S. and Canada as one barbarous land mass. These tradesmen saw the U.S.-Canadian border as a minor impediment that could be and still is leapfrogged with ease by any competent contractor.

The second wave of unionization also took place around the same time in both countries. It followed the boom in extractive industry and manufacturing. Hordes of immigrants, most of them already acquainted with the union idea in Europe, were shipped across the ocean to perform the hard, dirty jobs required. From their point of view, anything was preferable to the poverty, famine and recurrent wars of the homeland. Native-born Americans and Canadians, all dreaming of being wealthy landowners, and already sending some of their sons to train as professionals, weren't interested.

The big nationalist struggle subsequently faced by the unions in textiles, garments, mining, smelting and



railroads wasn't all-Canadianism versus Americanism. The newcomers were too busy getting rid of older nationalist prejudices carried across the ocean to both North American countries. Besides, in both countries they had to face the hostility of the establishment, to whom the union idea was not just anathema but downright dangerous Marxism.

The third stage of union-building, of course, was the industrial union phase. Most Canadian unionists and most bigger unions are the product of this organizational explosion. Admittedly, this was a case of American success occurring first, and Canadian success following later. But, once again, this wasn't a sign of U.S. expansionism. It resulted from a political decision by U.S. President Roosevelt that union recognition should be required by law—a decision that moved masses of U.S.

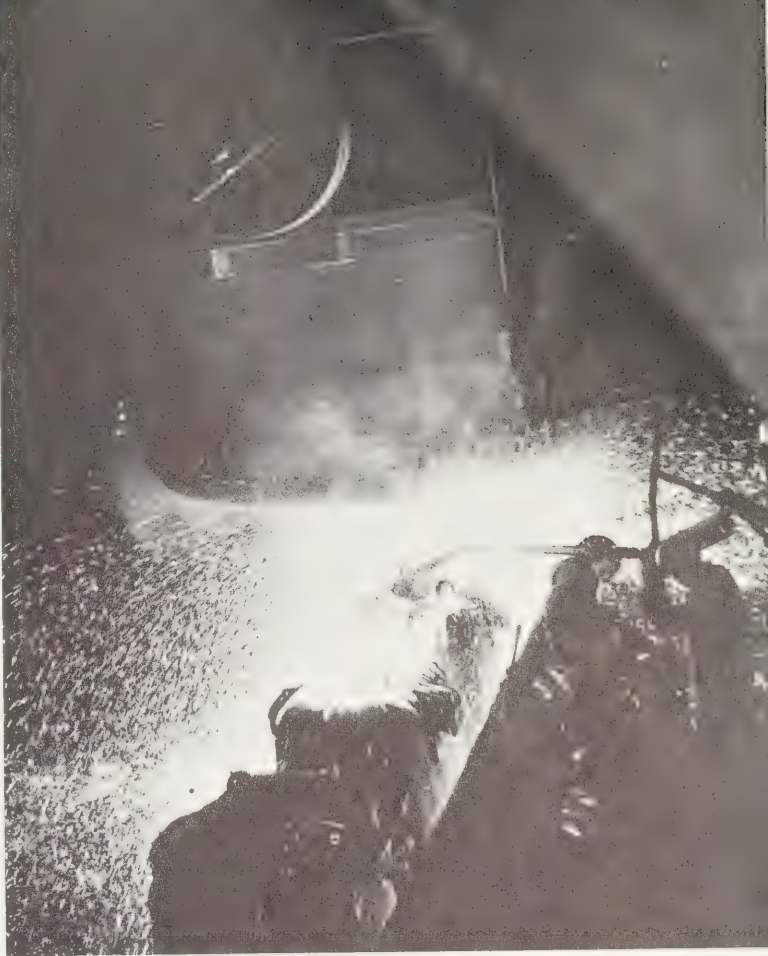
industrial workers' votes to the support of the Democratic Party. Similar laws—neatly offset by other laws making strikes as illegal as possible as often as possible for as long as possible—weren't enacted in Canada until the middle of World War II.

Furthermore, by that time, the process of American ownership of Canadian extractive industry and manufacturing was well under way. Refusing assistance from U.S. fellow workers, who were supporting the Canadian side in a war as well as arguing with the same employer on the other side of the border, was not only absurd—it was unpatriotic! Ironically, successful all-Canadian unionism and independent union institutions both began to flourish shortly after establishment of the new international industrial unions.

ignoring the scattering of utterly independent employee associations that are isolated from everyone, the first viable cross-Canadian as well as all-Canadian union was the Canadian Brotherhood of Railway Employees (now renamed to include Transport and General Workers). The Canadian Brotherhood of Railway Employees arose among employees of Canadian National Railways, whose owner had become the Government of Canada. CBRE leaders argued that international connections were inappropriate when the employer was the Government. They criticized also the multiple craft union set-up prevailing in the Canadian Pacific system and called for a new industrial union structure. Their antagonism toward the CPR system's unions wasn't soothed when CP began asking Canada to merge the government system with their own private empire. As the Brotherhood saw it, that meant that CPR employees would keep their jobs, but that CN employees would be laid off. To make matters worse, the craft groups successfully expelled the new union from the then Trades and Labour Congress on the grounds that it advocated "dual unionism." The CBRE survived by forming, along with a group of smaller independent unions, its own All-Canadian Congress of Labour.

Despite the "all-Canadian" label, the CBRE speedily found common ground with the newer CIO international industrial unions, which were also debarred from the Trades and Labour Congress by the older craft groups. Three men—the CBRE's all-Canadian A.R. Mosher, international unionist C.H. Millard and international unionist Pat Conroy of the United Mine Workers—became leading sponsors of a new Canadian Congress of Labour. Both international and all-Canadian industrial unionists agreed that the new Congress would be utterly independent of both the AF of L and the CIO in the United States. The CIO's first president, John L. Lewis, and its second president, Phil Murray, were both Americans. Yet they both supported complete Canadian independence.

An even more important contribution to Canadian union autonomy was introduced at about the same time by CIO representative Millard, who later became first Canadian director of the Steelworkers. As Millard saw it, Canada's compulsory conciliation and arbitration required unions to offset experts with experts in every set of negotiations, large and small.



This, in turn, required a large, well-trained Canadian field staff and a distinct Canadian headquarters with its own economists, publicists and other experts. It meant an active education department to keep local union officers, stewards and committeemen up to date. It meant a keen, continuing interest in legislation and political action. It meant operating in both official languages. Such Canadian headquarters are now a trademark of successful, effective and still-expanding international unions. They are also the model for successful all-Canadian unions.

Later still, when the older TLC and the newer Canadian Congress of Labour merged to form today's Canadian Labour Congress, an overwhelming majority agreed that it was to be clearly independent of U.S. central labour organizations. Because international unions form an overwhelming majority, this decision was clearly a decision of the Canadian sections of those international unions, rather than a reaction to ultra-nationalist pressure.

The most recent expansion of newer all-Canadian unions, such as the Canadian Union of Public Employees, the Canadian Postal Union and the Public Service Alliance of Canada, is an obvious result of the success of industrial union members, both international and all-Canadian. These newer organizations are composed of public servants who have been encouraged to seek collective bargaining because they have seen its effectiveness in winning higher comparative standards for employees in mass industry. **The fact that these new unions operate in Canada alone doesn't reflect anti-Americanism. Their employers, being governments within Canada, have no international managements to countermand local decisions.** Nor do they have any competitors.

When you boil down the objections to international unions in Canada, you end up with one obvious complaint. That complaint doesn't come from the employees who make up Canada's union movement. It comes, directly or indirectly, from Canada's economic establishment and its spokesmen in politics, the media and the culture industry.

That obvious complaint is that international unions have been too effective. They have enabled Canadian workers to organize themselves faster, to stay out on strike longer, to win higher wages and to acquire greater political influence. What could be nicer than to force members of a giant organization like the Steelworkers to pay for their strikes out of their own pockets, aided only by traditionally meagre donations from a relatively small Canadian labour movement? Not only would it weaken their bargaining power, but it would leave them with less money for political action.

Those who would sever the connection between Canadian and U.S. unionists in the name of nationalism point to the modern spawning of independent nation states as proof that nationalist isolation is a sign of the times and that Canadian nationalism is less than perfect as long as Canadian workers associate with a larger number of American workers in international unions. **But the really significant economic and social, as distinct from political, fact of our generation isn't nationalism. It is the burgeoning power of multi-national corporations whose supranational management cadres are fanning out to all corners of the globe.**

Their home base may be the huge private corporations of the United States, the huge state corporations of the USSR or the growing state corporations of China, all three of which possess massive internal common markets for their own industrial base. But their mutual target is the global population of potential producers outside their home bases in smaller states that are not economically self-sufficient.

Leftist or rightist, these new supranational operators all favour independent nation-states for others, the smaller and more tightly insulated the better. Unlike big countries with open doors to the rest of the world, small, well-insulated nation-states provide politicians who are cheaper to subvert. And there's nothing like a corps of local nationalists who will gladly whip up high production for low wages in the name of national self-sacrifice.

But, once workers in such countries mix with workers in other countries, and once those workers can count upon outside financial support for their picket lines, they too start seeking personal independence. They no longer accept the national liberation provided by their economic, political and cultural managers as a satisfactory substitute. And at that same moment, the global corporation's cheap ride comes to an end.

The trouble with international unions in Canada isn't that they are blocking the road to Canadian independence. At a time when their employers have been gleefully selling all-Canadian companies to international corporations, and when their politicians have been competing to sell national assets to outsiders, international unionism has made greater personal independence for many Canadians easier and quicker. It has also kept money at home in Canadian pockets, thereby increasing the chances of Canadians' developing their own institutions with their own Canadian investment dollars.

The trouble is that our international unions aren't yet international enough to offset the spreading challenge of global corporations. Canada's example of employee bargaining solidarity spreading across national boundaries, if extended beyond the U.S. and Canada alone, could be the grass-roots response that the world needs now.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

Resolving problems in the Nova Scotia construction industry

Nova Scotia has amended its Trade Union Act to help resolve problems that particularly affect the construction industry, and it has limited the use of *ex parte* injunctions in labour disputes. The Government of the Province intends also to introduce legislation extending the right of collective bargaining to fishermen.

The amendments to the Trade Union Act set up a new division of the Labour Relations Board—the **Construction Industry Panel**—that will deal specifically with applications for certification or decertification of unions in the construction industry. The amendment came into force on January 1. Unions wishing to obtain bargaining rights must now apply for certification under special rules governing the construction industry or be voluntarily recognized by the employer. The Panel will have authority to designate a geographic area as a bargaining unit and to grant area certifications. Bargaining units established will no longer be restricted to on-site employers.

Other changes have been designed to speed up and facilitate certification. Now, a trade union having at least 35 per cent membership in an appropriate bargaining unit can apply for certification, and a trade union having more than 50 per cent membership in an appropriate bargaining unit is to be certified without a vote.

Disputes concerning collective agreements or working conditions in the construction industry are to be referred immediately to a single arbitrator for final settlement. The arbitrator will have to give his decision within 48 hours. The amendments set up machinery for preventive

mediation at an early stage of the collective bargaining process. The Minister of Labour may appoint a mediator whenever he thinks that a mediator could settle or prevent a dispute. In collective bargaining disputes, a mediator may report as if he were a conciliator. The Act now gives the Labour Relations Board wider authority in determining successor rights where a business is sold, transferred or leased and is now authorized also to determine union successor rights.

The Board's authority to make an interim order and final decision in a work stoppage caused by an unlawful strike or lockout or a jurisdictional dispute is strengthened. Provision is made for interim orders to prevent work stoppages as the result of jurisdictional disputes. It will now be an offense not to comply with a Board order, and the order will not have to be filed with the Supreme Court in order to be enforceable.

An amendment to the Judicature Act specifies the circumstances under which a judge of the Supreme Court may grant an *ex parte* injunction in a labour-management dispute. An injunction may be granted *ex parte* only if: the judge is satisfied that the case is a proper one for the granting of an injunction; a breach of the peace, an interruption of an essential public service, injury to persons or severe property damage has occurred or is about to occur; and reasonable attempts have been made to notify the persons or trade union affected by the application for an injunction.

Cushioning the impact of industrial change



An assistance program for displaced workers in the textile and clothing industries was announced by Labour Minister Bryce Mackasey in the House of Commons on January 22. The program is part of a new policy designed by the Government to encourage employers in these industries to introduce the type of structural and product changes needed to improve their competitive situation at home and abroad. Mr. Mackasey stated that the changes "will strengthen the economic position of the industries and their long-term capacity to provide stable employment for Canadians."

The total policy will include creation of a textile and clothing board responsible to the Minister of Industry, Trade and Commerce, promotional efforts, and voluntary restraint agreements with other countries. The Minister of Industry, Trade and Commerce, Jean-Luc Pepin, noted in the Commons on January 22 that the policy envisages also the application of unilateral measures, including import quotas, in cases where a negotiated solution, such as a restraining agreement, cannot be reached.

In his description of the assistance plan, the Minister of Labour said, in part: "Even beneficial changes can have some adverse employment effects . . . The clear intent of the policy is to keep these effects to a minimum; but, to deal with those that may occur, the Government has decided to provide for a special program of benefits to assist workers who are affected to cope with problems of adjustment. In coming to this decision, the Government has been very conscious of the fact that many of the workers employed in the textile and clothing industries are over 50 years of age, are located in small centres where employment opportunities are limited, and possess skills that are not readily adaptable to other work . . .

"Section 21 of Bill C-215 is concerned with one aspect of the benefit program. It provides that any producer in the textile and clothing industries, or any trade union representing workers in these industries, or any representative group of unorganized workers, may apply to the textile and clothing board for certification of a layoff of significant size and duration that can be directly attributed to one of several causes: future reductions in tariffs on any textile and clothing goods imported

into Canada; any conditions set by the Government for special protection; or serious injury or threat to the production of any textile or clothing goods as a result of import competition in circumstances where special measures of protection have not been recommended or have not been deemed practicable. Workers affected by layoffs certified by the Board will be entitled to apply as individuals for specific benefits, the details of which will be governed by regulations now being prepared by the Department of Labour . . .

"The adjustment assistance program will provide for two types of benefits: a supplementary benefit; and, a pre-retirement benefit. First, for all workers, regardless of age, who are in receipt of unemployment insurance benefits and who have a clearly established attachment to the industries, there will be a supplementary benefit which, when added to benefits available under the unemployment insurance system, will provide for a total benefit, to a maximum of \$100 a week, of two thirds of previous income from employment in the industries. Subject to transitional arrangements, this benefit will be payable only until such time as the benefit provisions of the forthcoming revision of the Unemployment Insurance Act take effect."

"Second, for workers who are over 54 years of age at the date of layoff, there will be a pre-retirement benefit amounting to 50 per cent of previous earnings, payable after unemployment benefits have been exhausted and, if need be, until age 65, when entitlement to benefits under the Canada Pension and Old Age Security Plans begins."

"Initially, the maximum payment under the pre-retirement benefit will be \$75.00 a week. The amount of benefits will be adjusted for cost of living increases in the same manner as benefits are adjusted under the Canada Pension Plan. To provide continuing employment incentives, the regulations will permit beneficiaries to increase their total income, including benefits, by 50 per cent of earnings."

"To qualify for the pre-retirement benefit, the worker will have to meet a number of other conditions: he will have to have at least 10 years of employment in the industry within the 15 years prior to the layoff; he will have to be certified by the Department of Manpower and Immigration as an individual for whom there is no present prospect of placement, with or without training or relocation assistance; and, continuing eligibility will depend on periodic reassessment of employment prospects."

Mr. Mackasey concluded his remarks by asserting that the program was one with which he feels a considerable degree of satisfaction. "In my view," he said, "the pre-retirement plan, in particular, is a unique and significant social innovation, tailored to the specific problems in the textile and clothing industries. It will help greatly to meet the problems faced by displaced older workers in a manner consistent with the preservation of individual pride and dignity. Introduction of the program will represent an important step forward in our efforts to cushion the impact on employees of industrial change—a subject about which I will have more to say during the current session of Parliament . . ."

An industry profile

The textile and clothing industries have played an important supporting role in the evolution of industrial activity in Canada. Changes in the international market and technological improvement, however, have impeded the development of growth in the combined industries, causing a slight decline in overall employment. Even so, **with 73,000 persons employed in textile mills, 23,800 in knitting mills and 97,600 in clothing factories, these industries accounted in 1968 for 12 per cent of total manufacturing employment in Canada.**

Of equal significance is the fact that both the textile and clothing industries provide a large number of jobs for less skilled workers. Both employ a greater number of female workers than most other industries—75 per cent in clothing and 43 per cent in textiles, compared with about 23 per cent in manufacturing as a whole.

Employment in the primary textiles industry is concentrated largely in regions and localities in which outside employment opportunities are limited. According to the geographical distribution of the textile industry compiled by the Dominion Bureau of Statistics in 1968, **Québec had 639 plants employing approximately 54,300 workers, Ontario 500 plants employing 37,300, the Western Provinces 122 plants employing 2,400, and the Atlantic Provinces 24 plants employing 1,100.** Among the textiles produced are cotton, man-made fibre products and fibre processors, wool, knitting, carpet, mat and rug. Other sectors manufacture fibre, thread, cordage, twine and other miscellaneous textiles.

According to DBS figures for the clothing industry in 1968, Québec had 1,540 plants employing approximately 62,000 workers, Ontario 530 plants employing 24,400, the Western Provinces 200 plants employing 11,000 and the Atlantic Provinces 13 plants employing 500.

Included in the output of Canada's clothing industry are hats, caps, foundation garments, fabric, gloves and miscellaneous clothing. There were, **in 1969, 52,000 textile workers in Montreal, 19,000 in Toronto, 6,000 in Winnipeg, and 17,500 elsewhere.** In the total textile industry, according to a 1966 survey, over 80 per cent of the workers were unskilled or semi-skilled.



Women's rights and the Newspaper Guild

The exploitation of women employees in the news industry "will no longer be tolerated," the American Newspaper Guild declared at a special conference on sex discrimination and women's rights. The conference, which took place recently in Chicago, called for a mobilization of Guild efforts to eliminate discrimination in the shop and on assignments.

Eleanor Dunn, general staff writer on *The Ottawa Citizen*, and President of Local 205, was selected by the Guild as interim co-ordinator of women's rights activity. Mrs. Dunn recently stood up for women's rights by filing a complaint with the Women's Bureau of the Ontario Department of Labour citing three Ontario newspapers that were continuing to run sex-segregated help-wanted ads. Classification of advertised jobs as "male" or "female" is prohibited by law, and exemptions must be obtained before an employer can place, or a newspaper can print, a restrictive job advertisement. The Women's Bureau had suggested that classified job columns be headed with titles such as "Jobs of interest to women" and "Jobs of interest to men." The three newspapers have continued to use "Male help wanted" and "Female help wanted," to head their columns, but the infraction is now under investigation.

The newsworld ghettos in both Canada and the U.S. are beginning to break down, according to Mrs. Dunn. *Time Magazine* had only 13 women among 160 writers on its New York staff and bureaus the day the Guild, in concert with the state attorney general's office, filed a sex-discrimination complaint to the New York State Commission on Human Rights. Since then, several women have been hired or promoted.

ANG is the first union, Mrs. Dunn believes, to hold a conference exclusively on women's rights. The union plans to make use of bargaining, contract protection and legal enforcement to attack discrimination against women. Newspaper women complain they are being consigned to "women's stories," such as those involving medicine and welfare, and of being barred from cover-



Eleanor Dunn

ing the areas of society "where the power lies"—business, finance, government and armed forces. Mrs. Dunn said that women at the *Ottawa Citizen* have succeeded in having wedding and engagement announcements, once considered the forte of the women reporter, inserted as paid ads instead of as stories. She has been active for some time in the women's rights struggle, presenting a brief on sex discrimination to the Canadian Senate's Special Committee on the Mass Media, last April, and a brief to the Royal Commission on the Status of Women in 1968. She helped lead the successful campaign for admission of newswomen to the National Press Club in Ottawa.

After studying journalism at Carleton University in Ottawa, Mrs. Dunn published her own suburban weekly for eight years. She joined the *Ottawa Citizen* staff in 1968, acting as Assistant Women's Editor, but is now a staff writer specializing in the field of welfare. She is also a free-lance broadcaster for the CBC.

Ontario Employment Standards Act

Termination of employment regulations

Part 1A of the Ontario Employment Standards Act (termination of employment) was proclaimed in force from 1 January 1971. (L.G., Dec. 1970, p. 863). Regulations setting out the length of notice required in collective terminations of employment and other necessary provisions for interpretation and implementation of Part 1A were published in the Ontario Gazette on December 26, to take effect on 1 January 1971. (O. Regs. 515/70 and 516/70). Termination of employment, within the meaning of the Act, includes layoffs other than temporary layoffs, as defined. Notice of indefinite layoff is to be deemed to be notice of termination of employment.

Notice required

In mass terminations of employment, the minimum written notice that must be given by the employer to the employee and to the Minister is: 8 weeks where 50-199 persons are to be dismissed in any four-week period; 12 weeks for 200-499 persons; and 16 weeks for 500 or more persons. The notice periods first contemplated by the Government were the same, but they affected smaller numbers of workers: 8 weeks where 50-100 workers were involved; 12 weeks for 100-300 workers; and 16 weeks for over 300 workers.

Where not more than 10 per cent of the persons employed in an establishment are to be dismissed in a four-week period (and these total 50 or more persons), the requirements for notice in case of individual dismissal apply, unless the termination is caused by the permanent discontinuance of all or part of the employer's business.

Persons who have been employed for less than three months are not to be counted in determining the number employed in an establishment and are not entitled to notice on either an individual or group basis. Notice

of termination may be made conditional upon the happening of a future event, so long as the required period of notice is given.

The length of notice may not include any week of vacation, unless the person, after receiving the notice, agrees to take his vacation during the notice period. If a person is employed during the period of notice and thereafter for a period exceeding the length of the notice, he must again be given notice before his employment may be terminated.

Coverage

The notice requirements for both individual and group terminations of employment apply to the Crown and its agencies and to employers generally. They also apply to practitioners and students of various professions: teachers, embalmers or funeral directors, commercial fishermen, domestic servants (in a single family dwelling used for a private residence), real estate salesmen, and secondary students working under a program approved by a community college or university. These classes are exempted from most other Parts of the Act. Farm workers engaged in work directly related to the primary production of farm products are entitled to notice, as are workers employed in horticultural, veterinarian and agricultural occupations apart from farming proper. A commission salesman, other than a route salesman, is also entitled to notice.

Exemptions

The construction industry has been exempted from the requirement to give notice. Also exempted by the regulations are: (1) a person who is laid off after refusing an offer by his employer of reasonable alternate work or refusing alternate work made available to him through a seniority system; (2) a person on layoff who does not return to work within a reasonable time after being requested to do so by his employer; (3) a person who is laid off or whose employment is terminated during or as a result of a strike or lockout at his place of employment; (4) a person who is employed under an arrangement whereby he may elect to work or not for a temporary period on request; and (5) a person whose employment is terminated on reaching retirement age according to the established practice of the employer.

Temporary layoffs

A "temporary layoff," for which notice is not required is defined to cover three different situations. These are (1) a layoff of not more than 13 weeks in any period of 20 consecutive weeks; (2) a layoff of more than 13

weeks where: (a) the person continues to receive payments from the employer; (b) the employer continues to make payments for the benefit of the person laid off under a bona fide pension plan or under a bona fide group or employee insurance plan; (c) the person laid off receives supplementary unemployment benefits; or (d) he is entitled to receive supplementary unemployment benefits, but does not receive them because he is employed elsewhere during the layoff; and (3) a layoff of more than 13 weeks, during which the employer recalls the person within the time(s) fixed by the Director of Employment Standards.

A "week of layoff" is defined as a week in which a person receives less than half the amount he would earn at his regular rate in a normal workweek, excluding overtime. Excluded from the definition is a week in which a person was not able to work or not available for work, was subject to disciplinary suspension, or was not provided with work by his employer because of a strike or lockout occurring at his place of employment or elsewhere.

Where a layoff extends beyond the period constituting a "temporary layoff," the employment of the person concerned is deemed to have been terminated on the first day that he was laid off, and the employer is required to pay him wages in lieu of notice, as though his employment has been terminated without notice.

Bumping

Where the terms of employment permit a person whose employment is terminated to take another position in the establishment as a result of which some other person loses his employment, the posting of a notice (in a conspicuous place within the establishment) listing the person whose employment is to be terminated in the first instance, his seniority, job classification and the date of termination constitutes, to the person actually losing his employment, notice of termination as of the day of posting. The provision prohibiting any alteration in terms or conditions of employment after the giving of notice does not apply to the person retaining his employment in these circumstances.

Wages and deductions

Wages payable to the employee for each week of the notice period, whether the employee performed work or not, may not be less than the amount the employee would have received for a normal non-overtime workweek at his regular rate. The employer's obligation is removed, however, if during the period of notice the person is guilty of wilful misconduct or disobedience or wilful neglect of duty that has not been condoned by the employer.

The only deductions permitted from wages paid for the notice period or from wages paid in lieu of notice are those required to be made pursuant to a statute or to an order or judgment of a court, or those expressly authorized in writing by the person or his agent. A written authorization for a deduction for cash shortages where two or more persons have access to the cash, losses due to faulty workmanship, or the value of property stolen from the person is null and void.

Payments to which a person is entitled under retirement pension, sickness or disability insurance, workmen's compensation, and bonus, severance pay or similar arrangements are not to be considered payments in regard to notice.

Period of employment

Individual notice required under Part 1A ranges from one to eight weeks, depending on the employee's "period of employment," as indicated below.

Period of Employment	Notice Required
3 months-2 years	1 week
2-5 years	2 weeks
5-10 years	4 weeks
10 years or more	8 weeks

A period of employment constitutes the period between the time the employment first began and the time that notice was or should have been given, including employment before the coming into force of Part 1A (1 January 1971). Successive periods of employment may be accumulated unless there is a break of more than 13 weeks in the person's employment, in which case the period of last employment is to constitute the length of service for purposes of notice.

Definite term or task

An employer is not required to give notice to a person employed for a definite term or task. Where a term or task exceeds a period of 12 months, however, or where the person continues to be employed for three months or more after completion of the term or task for which he was employed, Part 1A applies. In such cases, employment is deemed to have commenced at the beginning of the term or task.

Changes in provincial social assistance legislation in 1970

Important changes in provincial social assistance programs were introduced during 1970 as a result of new legislation and of amendments to existing Acts or regulations. Québec's Social Aid Act was brought into force on November 1, consolidating a number of assistance measures under one comprehensive program. Coverage of provincial allowances was extended in Manitoba, and certain eligibility requirements were modified and rates were increased in a number of provinces. Among other administrative changes, appeal procedures were strengthened in a number of provinces. Some of the major changes are summarized here.

Newfoundland

Newfoundland's Department of Welfare was renamed the Department of Social Services and Rehabilitation to reflect the increasing emphasis on rehabilitation; the appeal procedures were strengthened, and new regulations, dealing with such matters as allowances for incapacitated persons in institutions providing special care, and for house repairs and renovations, were issued.

Appeal procedures

An amendment to the Social Assistance Act provides for an administrative review and for a further review by an independent appeal tribunal. Under the revised appeal procedures, **any person, including an applicant for or a recipient of assistance who considers himself aggrieved by a finding or decision made by an administrator concerning the granting, suspension, reduction, or**

resumption of assistance, has 60 days in which to submit a written request for a review by the Administrative Review Committee. This Committee is composed of three senior officials of the Department of Social Services and Rehabilitation—the two Assistant Deputy Ministers and one other official, other than the Director of Social Assistance.

The Committee must review the case within a reasonable time and must send to the appellant a written notice of its findings, including its reasons for decision and a notice of the right to a further appeal. The Department is required to implement the findings.

A person who still feels aggrieved has 30 days in which to request a further hearing before an independent appeal body known as The Social Assistance Appeal Board. The Board, which is appointed by the Lieutenant-Governor in Council, is composed of three persons who are not employees of the provincial Government. Two of the members must have had experience in education, insurance or social welfare, and the third must be a recipient of long-term assistance.

Hearings of the Board are normally conducted in St. John's, but they may be held elsewhere in the Province if the Minister so directs. The Board may vary or set

aside a decision of the Committee and may give such directions regarding assistance as it deems proper, provided that they are not inconsistent with the Act and regulations. The Board's decision is final, and must be communicated in writing to the appellant and to the officials in the Department affected. In addition to its other powers, **the Board has discretionary authority to require the Province to reimburse an appellant, his representative and witnesses for expenses incurred in attending the hearing.** An appellant may be paid for lost wages and for travelling and other expenses, and his representative or witnesses may receive fees and other expenses.

Rates of assistance

The monthly maintenance allowances payable on behalf of needy persons in institutions for the chronically ill were increased from \$150 to \$300 for ambulatory patients and from \$240 to \$360 for bedridden persons, effective 1 November 1970. The maximum yearly amount that may normally be granted for house repairs and renovations was raised from \$1,200 to \$2,400 with, as before, provision for a larger allowance with the approval of the Lieutenant-Governor in Council.

Prince Edward Island

An amendment to the Welfare Assistance Regulations of Prince Edward Island, gazetted 27 June 1970, **raised the monthly food allowance from \$15 to \$20 for each child under 12 years and from \$20 to \$25 for each additional person in the family, other than the first and second adults, whose food allowances remain \$30.**

Nova Scotia

In Nova Scotia, appeal procedures were strengthened by the Social Assistance Appeal Regulations and the revised Social Assistance Act. Among other changes, new publicity provisions were introduced, and a network of regional appeal boards was established to replace the ad hoc boards.

The new regulations make it mandatory to publicize the right of appeal. **Provincial and municipal welfare administrators are now required to inform, or to provide a method of informing, applicants for or recipients of assistance of their right to appeal against administrative decisions related to assistance.**

The time limit for filing an appeal is 30 days from the date the decision is made known. Appeals concerning provincial assistance are reviewed by the Administrator of Public Assistance, and those concerning municipal assistance by the welfare committee of a municipal unit. If the appellant is not satisfied with the decision on review, the appeal is referred through the Administrator to the appropriate regional appeal board.



A network of regional appeal boards—one for each county and the city of Halifax—has been established to make the appeal machinery more accessible to welfare recipients. Each board is composed of a chairman and two or more other members appointed by the Minister of Public Welfare. Hearings of an appeal board are in camera after 15 days notice to the parties. The appellant, the Director of Provincial Assistance or the welfare committee, as the case may be, may present evidence personally or through a representative. The Director or the welfare committee is obliged to implement the order of the appeal board.

If a welfare committee fails or refuses to take the required action, the Minister may grant assistance in accordance with the order, and he may deduct the costs of such assistance from the provincial subsidy normally payable to the municipality or municipalities that appointed the welfare committee.

New Brunswick

New Brunswick revised its appeal procedures and issued new regulations which, among other matters, set fees for the various medical services provided for welfare recipients.



Appeal procedures

The principal changes resulting from the revised appeal regulations, gazetted 4 March 1970, were: extension of the grounds for appeal; establishment of a new Appeals Board with an expanded membership; and new publicity requirements.

In addition to the usual grounds for appeal—denial, reduction and discontinuance of assistance—**New Brunswick now permits a person to appeal if he considers that the assistance granted is insufficient or inappropriate for his needs within the terms of the legislation, or if he believes that there has been an unreasonable delay in reaching a decision on any matter that affects his receipt of assistance.**

As formerly, the first stage is an administrative review by the Director of Welfare Services. Time limits are now imposed, however, and other procedural steps spelled out, including publicity requirements. Except when undue delay is the grounds for a complaint, a dissatisfied applicant or recipient must submit his request for review within 30 days after notice of the decision. The Director, in turn, has 15 days in which to review the case and to notify the appellant of his decision, giving his reasons. He is also required to forward a statement informing the appellant of his right to make a further appeal to the Appeals Board, together with a copy of the official appeal form.

The Appeals Board, which has replaced the former three-member Appeal Committee, is composed of a chairman, a vice-chairman, and from 12 to 25 members appointed by the Minister of Youth and Welfare. None of the members must have been employees of the provincial civil service within six months prior to appointment. To make the appeal procedures more accessible to welfare recipients, the Appeals Board may sit in panels, with the chairman presiding at one hearing and the vice-chairman at another.

An appeal to the Board may be initiated by filing a written request within 10 days of receipt of the Director's decision. Hearings are held in camera within 30 days of the request and after five days notice to the appellant. The Board must render its decision within 15 days of the hearing. The decision of the Board is final and binding. Copies of the Board's findings, including its reasons and any directions to the Minister for implementing the decision, as well as any other relevant remarks, must be sent to the appellant and to the Minister.

If an appeal is allowed, an appellant is now awarded an amount to cover his travel expenses. At the discretion of the chairman, a similar award may be made to an appellant whose appeal is dismissed.

Health care services

New regulations dealing with health care services for welfare recipients, effective 1 February 1970, set out the medical services that may be provided by a physician to persons receiving aid under the Social Welfare Act, and for which the Minister of Youth and Welfare will pay 70 per cent of the fees listed in the 1969 schedule of the New Brunswick Medical Society. The medical services are those considered essential to the maintenance of health, and they include the diagnosis and treatment of all medical disabilities and conditions. These services may be provided in the home, at a practitioner's office, or in a clinic or hospital.

Québec

The most important development in Québec was the implementation of the new social aid program. It came into force on 1 November 1970 with the proclamation of the Social Aid Act passed in December 1969, and the issuance of General Regulations on Social Aid setting out eligibility requirements and rates for various items of need.

The new program consolidated the categorical programs providing for allowances for needy mothers, the aged, the blind, the disabled and the unemployed in a comprehensive program under which aid is granted according to the budget deficit method, taking into consideration the needs of the family or individual. For this purpose, **food, clothing, household and personal requirements and shelter are considered ordinary needs; all other needs are deemed to be special needs.**

Recipients fall into three main categories: individuals and heads of families who lack means of subsistence; persons who require aid to meet a threatening situation; and persons who, in special circumstances, are provided with aid in the form of a loan.

A person is deemed to lack means of subsistence if, because of physical or mental disability, he is unable to provide the ordinary and special needs of himself and his family through work. An applicant may, however, be granted aid on this basis, if he has engaged in work approved by the Minister of Social Affairs that is designed to train or rehabilitate him, or if he has left his regular employment to pursue a course of studies under an approved training or rehabilitation program.

An applicant who does not lack means of subsistence, and who would not ordinarily qualify for assistance, may be granted aid for special needs if faced with a situation that might endanger his health or result in the loss of his livelihood, or one that might leave him and his family destitute. If aid for special needs is not sufficient to remedy such a situation, the person may be granted aid for ordinary needs as well, but may be required to accept a rehabilitation plan that might include the consolidation of debts and job training.

Aid may be provided also in the form of a loan in special circumstances, such as pending the receipt of money from the winding-up of a business. Loans are provided also to persons otherwise eligible who possess assets or property in excess of the allowable limits.

Allowable assets and earnings

A family that lacks means of subsistence may own property valued at up to \$2,000, plus \$200 for each dependent child, but the liquid assets must not exceed \$500; an individual in this category is allowed to retain property valued at up to \$1,000, provided that his liquid assets do not exceed \$200. If aid is granted to help an individual or family head to meet a threat, the same property limits apply, but the liquid assets must not exceed \$200 for a family and \$100 for an individual.

Some items are, however, excluded when determining the value of property. These include instruments and tools necessary to any employment, trade or craft up to \$1,000 in value, and a motor vehicle up to \$1,000. In addition, an applicant is not disqualified if his net equity in his home is not in excess of \$8,000, after deducting mortgage and other charges.

Earnings exemptions are provided as an incentive to encourage recipients to find or return to work. If aid is granted because an applicant lacks means of subsistence, the lesser of the following is counted as income: 60 per cent of net income after deduction of income tax and other compulsory deductions; or an amount in excess of \$40 a month, plus \$5 for each child for a family, or in excess of \$25 a month for a single person.

Items of income that are exempted when determining need include: family and youth allowances; payments under the Québec Family Allowances Act and the Schooling Allowances Act; occasional gifts up to \$100 within a 12-month period; voluntary contributions by individuals of up to \$25 per month; and casual and holiday earnings of dependent children.

Rates of assistance

Rates for ordinary needs (food, clothing, personal needs and household items) are set out in a schedule similar to Ontario's schedule of pre-added budgets, which sets rates according to family size and the ages of the children. Shelter allowances are contained in another schedule that takes account of regional differentials as well as family size. Special rules apply to allowances for special needs.

Ordinary needs

The amounts allowed for ordinary needs are \$46 for a single person, \$76 for a couple and \$106 for a family of three adults. For a couple with four children, amounts range from \$143 to \$190, according to the ages of the children. Families with more than four children are allowed an additional \$10 for each child up to nine years of age, \$15 for each child 10 to 15 years old, \$20 for each child 16 and 17 years old, and \$25 for each additional person 18 years of age or more.

Shelter

The shelter allowance covers rent, heat, electricity, gas and utilities, and it varies according to region and size of family. For a single person, the rate is \$45 a month in Zone I, which includes most of the small municipalities; \$55 in Zone II, which includes such cities as Hull, Québec and Sherbrooke; and \$60 in Metropolitan Montreal and places such as Arvida and Baie-Comeau. Rates are \$10 higher for a family of two, and they increase by an additional \$15 for three-person units, up to a monthly maximum of \$80 for a family of four or more in Zone I, \$90 in Zone II and \$95 in Zone III. Home-owners are allowed equivalent amounts to cover taxes, mortgage payments and other expenses.

Room and board

The allowance for room and board is \$60 for one person, \$90 for a family of two and \$110 for a family of three. Adults are allowed also an amount for clothing and personal needs—\$15 a month for one adult, \$28 for two adults and \$39 for three.

Single employable persons under 30

No overall monthly maximums are set except for single employable persons under 30 years. The maximum amount that may be granted in any month to person in this category for food, clothing, household and personal needs, and shelter costs is \$75.

Cost of living adjustments

Effective 1 January 1972, the rates for the allowances for food, clothing, and household and personal requirements are to be adjusted annually in accordance with changes in the cost of living, using the index established under the Québec Pension Plan and with 1970 as the base year. In addition, the Minister is required to see that an annual study is made of shelter costs and related expenses, and he must recommend to the Lieutenant-Governor in Council any necessary amendments to the housing provisions.

Aid for special needs

Aid for special needs may be granted only if need has been clearly established in accordance with the criteria laid down in the legislation and, except in emergencies, if prior authorization has been obtained. In addition, all personal family and community resources must have been reasonably exhausted. In computing available personal and family resources, liquid assets of up to \$200 for a family and of up to \$100 for individuals are to be excluded.

Allowances for items of special need cover a wide variety of items including: extra shelter allowances of up to 50 per cent of the basic allowance, special diets, medical and dental expenses, homemaker and housekeeper services, insurance premiums, loans, burials, moving expenses, home repairs, travel expenses in looking for work, and educational expenses.

Ontario

In Ontario a number of new regulations that were issued resulted in important changes in its two major income maintenance programs—the Family Benefits program, a provincial program for persons in need of assistance for a prolonged period, and General Welfare Assistance, a program mainly administered by the municipalities to assist people requiring short-term aid.

The Family Benefits Program

The major changes in the Family Benefits program were authorized by regulations effective 1 May 1970. These regulations raised rates of assistance, increased incentives to encourage recipients to become self-supporting, and made other changes designed to help special groups such as the blind and disabled.



Rates of assistance

Pre-added Budgets. The pre-added budgets covering food, clothing, utilities and personal requirements were all increased. The amount for a single person was increased from \$62 to \$68, and for a married couple from \$96 to \$109. Rates for families with children were also increased: for example, a widow with three children nine years and under may now receive \$149 instead of \$135.

Pre-added budgets for single-parent families with six children now range from \$229 to \$315, and for two-parent families from \$264 to \$350, according to the ages of the children. The additional amounts authorized for each child in excess of six have been increased to \$40 for each child 16 years of age and over, \$34 for each child 10 to 15 years old, and \$26 for each child up to nine years of age.

Shelter. The maximum shelter allowance for a single person without dependent children has been raised by \$4 to \$47 a month. The allowance for a person with dependants has been increased by \$10 to \$85 for unheated premises and to \$95 for heated quarters with, as before, an additional \$5 for each beneficiary in excess of two.

Repairs. A home-owner may now be granted an additional amount for repairs, alterations and additions to premises in which he resides and which are owned by him or by one of the beneficiaries included in his allowance. A sum considered reasonable by the Director may be paid and will not be considered as a budgetary requirement in determining the amount of the allowance.

Fuel allowance. The fuel allowances for persons in unheated premises have been revised to take into account the wide variation in the means used to meet heating requirements as well as cost differentials. Instead of being calculated in terms of tons of coal, with a monthly maximum of \$32 and provision for exceptions, an annual allowance in dollars is now set. The allowance varies according to the type of premises, the number of rooms and the location, and it may be apportioned over any period of from seven to 12 months and may also be increased up to the actual annual cost at the discretion of the Director of the Family Benefits Branch. Annual amounts for detached houses range from \$87 to \$288 in a territorial district and from \$61 to \$203 in other parts of Ontario.

Overall monthly maximum. The overall monthly maximum for families of four or less has been raised by \$30 to \$330; the additional amounts allowed for each additional beneficiary in excess of four has been raised by \$5 to \$15 a month. This means that a family of five may be granted up to \$345 a month instead of \$310.

Board rates. Board allowances have been raised from \$85 to \$90 for a single adult, and from \$130 to \$145 for a married couple. For an adult with one child, the rates are now \$145, \$150 or \$155, according to the age range of the child; the former rates were \$130, \$138 and \$143. The amounts allowed for each additional

person are the same for a two-parent family as for a one-parent family and are as follows: \$36 for a child of up to 9 years of age, \$44 for a child 10 to 15 years old, and \$50 for a person 16 years of age and over.

Allowances for foster children. The maximum monthly allowance for a foster child has been raised by \$5 to \$50 for the first child, \$45 for the second, and \$35 for each additional foster child.

Travel and transportation. The travel and transportation allowance payable if a recipient or his spouse is blind or disabled was increased to take account of the special needs of the blind and of persons confined to wheel chairs. The allowance was raised from \$10 to \$30 for blind persons, and from \$10 to \$15 for disabled persons, except those who, in the opinion of the Medical Advisory Board, require a wheel chair when travelling, and for whom an allowance of \$30 a month is now set. A later amendment provided similar transportation allowances for needy blind or disabled persons in nursing homes, homes for the aged and other charitable institutions.

Hospital and medical benefits for old age pensioners. Free hospital and medical benefits were extended to additional old age security pensioners as a result of changes in the income limitations. Old age pensioners who do not have a budget deficit, as determined by the regulations, may now qualify if their annual income does not exceed \$2,000 if single and \$3,500 if married; formerly, the limits were \$1,700 and \$3,000.

Other provisions

Other amendments were intended to encourage participation in the labour force. Mothers with dependent children who are receiving benefits, but who were previously barred from working more than 120 hours a month, are now permitted to average working hours over any period of four consecutive months, commencing with any month in which more than 120 hours were worked.

To encourage recipients to avail themselves of training programs, expenses incurred in connection with such programs are deducted from any training allowance received when computing available income. The Director may now permit the continuation of free medical and hospital benefits for up to three months after eligibility ceases. With the approval of the Director, earnings of a blind or disabled person may be averaged over a six-month period; similarly, provision is made also for averaging pension, superannuation and certain other benefits in order to eliminate some of the fluctuations in eligibility.

The General Welfare Assistance Program

The most important changes resulting from the new regulations effective 1 May 1970 were the increases in allowances to correspond with the Family Benefits program, and the provision for earnings exemptions at the option of the municipalities. Other regulations issued in 1970, related to provincial subsidies and to incentive allowances.

The earnings exemptions, which are intended to encourage recipients to look for employment, are the same as those under the Family Benefits program, except that they are granted at the option of the municipalities. (On 2 November 1970, the Minister of Social and Family Services announced in the Legislature that, at the end of October, 26 out of 33 cities and 24 out of the 26 county districts or regional administrations were granting such exemptions, and that a majority of municipalities with a population of 5,000 or more had taken similar action.)

The provision that made employable persons enrolled as day students ineligible for assistance was relaxed to exempt a woman who is head of the family, and single persons attending primary and secondary schools and registered private schools.

An amendment effective 1 May 1970 added the cost of surgical supplies and the cost of moving to the list of items of special assistance that may be provided to needy residents at the option of the municipalities.

A new provision effective 16 June 1970 provided for provincial subsidies to municipalities that purchase counselling services on a contract or fee-for-service basis from an approved agency. It is intended "to encourage municipalities to make available to needy persons other forms of counselling which generally speaking have not been available with public support." It will also allow smaller communities to provide counselling services through purchase even if they may not be able to afford a full-time counsellor.

A further amendment provides for incentive allowances to welfare recipients who are participating in work activity projects approved by the Lieutenant-Governor in Council and the Department of National Health and Welfare. Such projects, the cost of which are shareable under the Canada Assistance Plan, are intended to provide special training for needy persons who, because of environmental, personal or family reasons, have unusual difficulty in obtaining work or holding a job.

The incentive allowance may be paid to a recipient of general assistance or of an allowance under The Family Benefits Act. It will be paid by a municipality, the council of an approved Indian band, or the Province, depending on the person's place of residence. The incentive allowance is paid to participants in addition to their regular assistance payments and is not counted as income when determining eligibility for general assistance.

Municipalities and approved Indian bands administering assistance will be reimbursed by the Province for 80 per cent of the incentive allowance approved by the Director. The Province will also pay 80 per cent of the costs of administration of welfare services and of staff training costs related to the operation of work activity projects.

Manitoba

The major developments in Manitoba were an amendment to The Social Allowances Act extending coverage of provincial allowances and strengthening appeal procedures, and new regulations amending the allowances for personal needs and for home-owners.

Coverage

The amendment to the Social Allowances Act extended provincial assistance in a number of respects. The qualifying period for needy mothers with dependent children whose husbands have deserted them or are in prison was reduced from one year to 90 days. A divorced woman with dependent children is now eligible provided that she has not remarried. The qualifying clauses, which provided that an unmarried mother could be granted an allowance if she was caring for two or more children in her own home and was unable to provide for their basic necessities, were deleted.

An unmarried mother is now eligible for a provincial allowance on the same terms as a widow with dependent children. Provincial allowances have also been extended to persons taking undergraduate or vocational training who have not sufficient income to provide the basic necessities for themselves and their dependants, if any.

Appeal procedures

The grounds for appeal have been broadened, provision has been made for an appeal to the courts, certain time limits have been imposed, new publicity requirements have been added, and provision has been made for the payment of costs to persons whose appeal is upheld by the courts. If a provincial allowance or municipal assistance has been denied, cancelled, suspended, withheld

or reduced, the Director or the municipality concerned is now obliged to send the person affected a written notice giving the reasons for the decision and enclosing a copy of the appeal provisions of the Act.

The grounds for appeal have been broadened to permit a person to appeal if he was not allowed to apply or re-apply for a social allowance or municipal assistance, or if his request was not decided within a reasonable time. The appeal must be filed within 15 days of receipt of notice of the decision, and the appellant is required to state the grounds for the appeal and to notify the other party.

Appeals, as before, are heard by the Welfare Advisory Committee established under The Department of Welfare Act. The hearing must be held within 15 days of receipt of the notice, after at least three days notice to the parties. The appellant has the right to choose either a public or private hearing and may be represented by counsel. The Advisory Committee may dismiss an appeal with or without an order that the social allowance or assistance be revoked or discontinued; or alternatively, it may allow the appeal and specify that a stated amount be paid to the appellant, or it may vary the original order.

A new feature is the provision for a further appeal to the Court of Appeal of Manitoba on a question of law or jurisdiction. Such an appeal may be taken only with the permission of a judge of the Court of Appeal, and it must be filed within one month of the Board's decision, unless the period is extended because of special circumstances. Normal court fees are waived and, if the appeal is upheld, the judge may fix the costs to be paid the applicant or recipient.

Rates of assistance

The monthly allowance to adults for personal needs (\$12, plus an additional \$5 for blind persons) was amended to authorize an additional \$2.21 for persons 65 years of age or more. If, however, a recipient is in an institution for the aged and infirm and is not socially active, his allowance may now be reduced by \$9.21 instead of \$7 as formerly.

The allowance to home-owners in lieu of rent has been amended so that mortgage payments and an agreement for sale are no longer limited to the maximum rental allowance less taxes and insurance. Instead, such payments and any allowance for essential home repairs and tax arrears must be secured by a lien. The lien, however,

is now refundable up to an amount that leaves the recipient, upon cancellation of assistance, a minimum equity of \$3,000 in the property.

Saskatchewan

Amendments to the Saskatchewan Assistance Regulations raised the allowances for food and clothing, and the maintenance allowances for persons in homes for special care.

An amendment, effective 1 April 1970, raised monthly food rates by varying amounts. The monthly food rates for adults were increased by \$2.65 to \$29.15. Children's rates were raised by amounts varying from \$1.45 to \$2.80 to: \$15.95 for a child up to four years of age; \$23.10 for a child aged five to nine years; \$28.60 for a child 10 to 14 years old and \$30.80 for a child 15 to 19 years of age. As formerly, adjustments are made for family size. As a result of these changes, the monthly food allowance is now \$32 for a single person, \$60 for a married couple, and \$84.70 for a family comprising a father, mother and two children under four years of age.

The maximum clothing allowance for a person 20 years old or more was increased by \$1 to \$11 a month. Children's clothing rates were raised by amounts varying from 50 cents to 80 cents to: \$5.50 for a child four years of age and under; \$7.50 for a child aged five to nine years; \$8.25 for a child 10 to 14 years of age; and \$8.80 for a child 15 to 19 years of age.

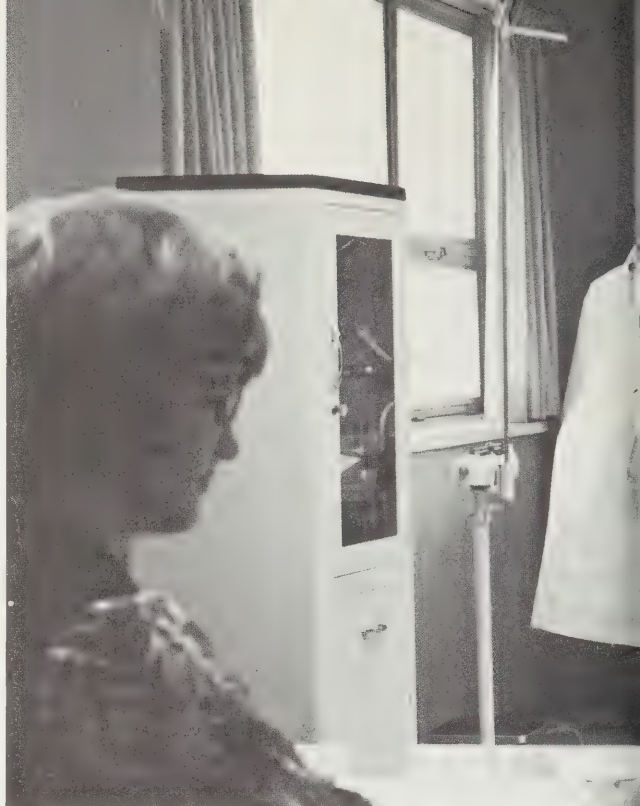
The monthly maintenance allowances payable on behalf of needy persons in licensed nursing homes and special care homes were increased from \$207 to \$210 for persons requiring only supervisory and limited personal care, and from \$287 to \$310 for persons needing extensive personal or nursing care.

Alberta

Alberta replaced The Department of Welfare Act by The Social Development Act, which introduced changes in provincial and municipal assistance programs, and issued The Social Allowances Regulations, which adjusted food and clothing rates for recipients of provincial assistance, effective 1 August 1970, and amended provisions related to income and assets.

Provincial assistance

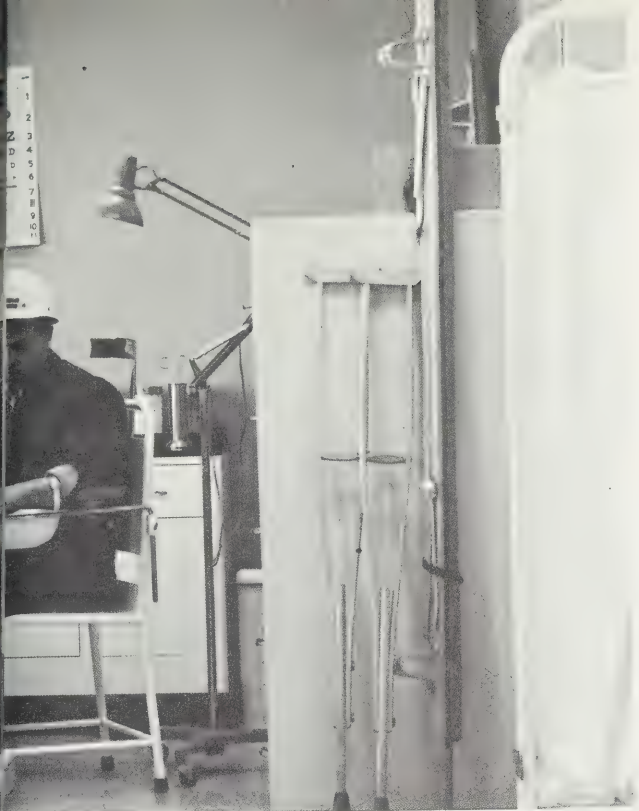
Long-term assistance continues to be a provincial responsibility, but the new legislation places more emphasis on social services than the preceding Act.



The new Act also distinguishes between employable persons and unemployable persons. The latter category includes not only a person who, by reason of age or physical or mental disability, is, in the opinion of the Director, incapable of earning an income sufficient to pay for the basic necessities of himself and his dependants, but the following other categories: (1) a person who is capable of being employed, but, because he has the control and custody of a dependent child, is unable to earn enough to provide the basic necessities; (2) a person who is not ready for employment or training or is not suited to available employment; and (3) a person who may benefit from rehabilitative services but who cannot provide the basic necessities and at the same time receive the required services.

The Province may provide certain services to employable or unemployable persons. An employable person may be given: advice and instruction in devising and following a reasonable rehabilitative plan; guidance in the management of his personal affairs, including the use of financial assets; orderly payment of debts and domestic problems; assistance in obtaining training necessary to prepare him for employment and in obtaining employment, including special financial incentives; and advice and instruction to assist him to remain employed.

An unemployable person may be given the same guidance in the management of his personal affairs as an employable person, and, in addition, may be given: advice and instruction in the proper use of his social allowance; assistance in obtaining training for employ-



ment suitable to his circumstances; and any other assistance necessary to help him become an employable person.

When determining need, an income exemption of \$15 a month for a single person, and \$25 a month for a married person or a person with dependants may be allowed. In addition, the new regulations empower the Director to allow additional income exemptions as special financial incentives to employable persons.

As formerly, rates are set only for food and clothing; amounts for other items of need are paid according to community standards. The sex differentials in children's rates have been eliminated and are now set according to age groups rather than by single year of age.

The food and clothing schedule now shows the amounts allowed for single adults, for single-parent families, and for two-parent families with up to five children, which amounts have been calculated by using the basic rates specified below, plus increases of 20, 10 and 5 per cent for family units of one, two or three persons.

The basic food rates are: \$31 for men; \$27 for women; \$16 for children up to six years of age; \$23 for children aged 7 to 11 years; \$29 for children aged 12 to 15 years and \$33 for children 16 to 20 years of age. The clothing

rates are: \$8 for men; \$9 for women; \$8 for children up to six years of age; \$9 for children aged 7 to 11 years; and \$10 for children 12 to 15 years old, and for children in the 16 to 20 age group. These basic rates are used when calculating amounts for families with more than six children. For families consisting of one adult male and one or more dependent children, the food allowance is increased by \$4 a month.

British Columbia

In British Columbia, social allowances were increased, and the Department of Social Welfare was renamed the Department of Rehabilitation and Social Improvement.

An administrative order circulated to the municipalities increased the maximum social allowance by \$5 a month for each person, effective 1 April 1970. As a result, a single adult may now receive \$80 per month, a married couple \$135, and a mother with one child \$143. This \$5-a-month increase was also made applicable to families where one spouse receives social allowance and the other receives Old Age Security or a Blind Persons' Allowance or a Disabled Persons' Allowance. The total allowable budget for such families is now \$270 a month.

The same order made changes also in the supplementary social allowances payable to recipients of the Old Age Security pension, the Guaranteed Income Supplement, and the Blind or Disabled Persons' Allowances. The supplementary allowance to persons receiving payments under the Old Age Security Act was increased by \$8.59 to \$38.59 a month, making the maximum allowable budget \$150 a month for a single person and \$270 for a married couple where both are eligible. In line with this change, the maximum monthly allowable budget for persons in receipt of supplementary social allowances and Blind or Disabled Persons' Allowances was also increased 1 April 1970 from \$139.20 to \$150 for a single person, and from \$248.40 to \$270 for a married couple where both are eligible for categorical allowances. There was no change, however, in the maximum supplementary social allowances payment to these two categories, which remains \$60 for a single person and \$120 for a married couple where both are eligible.

The maximum payment for nursing home care for needy persons was increased by \$35 a month to \$280 or \$9.25 a day, effective 1 April 1970. The monthly maximum rate for boarding home care was also increased by \$15 to \$135 a month or \$4.45 per day, effective 1 April 1970, and further increased to \$150 a month or \$4.95 a day effective 1 November 1970.

Employment, training and pensions for older workers

The excuse that pension plans prevent the hiring of older workers is no longer completely valid, according to Ian Campbell, Associate Director, Manpower Utilization Branch, Department of Manpower and Immigration.

Speaking to a seminar sponsored by the National Institute of Industrial Gerontology in Phoenix, Arizona in December 1970, Mr. Campbell said of the Old Age Security Program and the Canada (and Québec) Pension Plan: "With the assurance of some pension income, inability to qualify for participation in a private pension plan becomes less serious. Similarly, the argument used by many employers in the past that they did not wish to hire older workers, in order to avoid the embarrassment and adverse publicity that would arise if an employee were retired without adequate pension, can now be dealt with effectively."

Campbell presented a two-part paper on employment, training and retirement of older workers in Canada and on activities of the Organization of Economic Co-operation and Development related to older workers.

"While encouraging the concept that workers should be hired on the basis of their worth," said Campbell, "we have tended to focus our efforts, as far as employment is concerned, on the 45 to 65 age group. It is in this period that a worker should be at the peak of his earnings, able to meet his family responsibilities for housing, care and education, and to lay the foundation for adequate living in his later years. Indeed, his ability to provide for other than marginal existence after retirement depends largely on his degree of successful participation in the labour force in the 40s and 50s."

He pointed out that 2.75 million members, or almost one-third, of Canada's labour force were over 45 years of age. Although their unemployment rate is lower than the average rate for all ages, he said, "the core of the problem still lies in the fact that once they become unemployed, middle-aged and older workers tend to remain unemployed for longer periods than the younger age groups. Frequently they must return to employment at a lower level than they previously enjoyed, with disastrous effects on their morale and financial situation. Layoffs are, of course, frequently associated with declining physical capacity, or with the redundancy of skills. This fact has influenced our training policies."

Campbell went on to describe the Canada Manpower Training Program. He emphasized that this program, in addition to regular skill training, can also provide academic upgrading in communication skills, mathematics and science to qualify clients for entry to skill training. "While there is no barrier because of age, the assumption on the part of individuals that formal training is for the young only still persists to some extent. Middle-aged workers themselves are sometimes reluctant to undergo classroom training, and they need counselling to raise their self-confidence and convince them that they too can learn."

Turning to the topics of retirement and pensions, Campbell stated: "Recently, as in the United States, there has been an increase in unemployment rates that has increased the trend common in North America toward retirement at 65 and even earlier. We must, therefore, look with added concern at the 1,750,000 Canadians aged 65 and over. **Retirement in most cases is no longer a question of personal choice. It is no longer a luxury chosen by those who could afford it. Compulsory retirement has become standard practice in business and industry.** Continual employment until retirement age is reached has become even more important . . . Fortunately, the former much-used excuse that pension plans prevented the hiring of older workers in the pre-retirement group, is no longer completely valid. Two plans (Canada Pension and Old Age Security) now intermesh to provide all Canadian citizens with a measure of financial security after they reach 65 years of age."

Part 2 of Mr. Campbell's paper will be published in the May issue of The Labour Gazette.

Price indexes

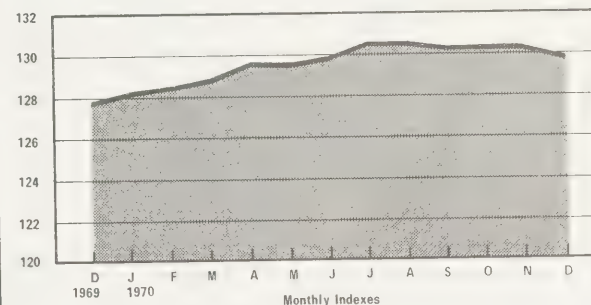
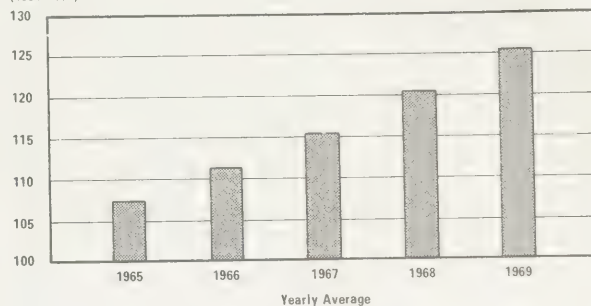
Consumer, December

The consumer price index (1961 = 100) declined 0.4 per cent to 129.8 in December from 130.3 in November, but was 1.5 per cent higher than in December 1969. It was the first decline between the two months, November-December, in more than 10 years.

Among major index components, housing advanced slightly, owing to higher shelter prices, and transportation rose 0.2 per cent because of increased rail fares. The food index decreased 1.5 per cent, recording the fourth consecutive month of decline and bringing food prices to a level 4.8 per cent below the August 1970 peak. Clothing prices declined 0.4 per cent, mainly because of pre-Christmas sales. The health and personal care and the recreation and reading indexes dropped 0.1 per cent.

Consumer Price Index

(1961 = 100)



The food index declined 1.5 per cent to 125.6 from 127.5. It was 3.2 per cent lower than in December 1969. The price level of food for home consumption decreased 1.9 per cent, but there was a 0.3 per cent increase in restaurant meal prices. With a few exceptions for fresh produce and fish, nearly all major food items decreased in price. Among meat items, pork prices dropped 4.0 per cent to a level 17 per cent below December 1969. Beef prices declined 2.9 per cent. Among poultry items, chicken prices declined 4.2 per cent, although turkey prices increased 0.7 per cent.

There were mixed price movements among produce items—fruits, on average, decreased 4.5 per cent, and vegetables rose 0.2 per cent. All fresh fruits declined, with banana prices dropping 15.3 per cent to a level 33 per cent below that of a year ago. Among vegetables, there were price increases of 40 per cent for tomatoes and 11 per cent for cabbage; all other items priced in this group declined. Egg prices were 1.3 per cent lower

than a month earlier, and 31 per cent below the December 1969 level. Bread prices declined 1.1 per cent. Butter prices declined 0.4 per cent, sugar 3.4 per cent, infants' food and ground coffee each by 2.4 per cent, instant coffee 2.2 per cent, and jelly powders 3.1 per cent. Over the year, the price level of food purchased for home consumption declined 4.6 per cent, and restaurant meal prices advanced 5.5 per cent.

The housing index increased 0.1 per cent to 133.4 from 133.3, and was 4.5 per cent higher than in December 1969. The home-ownership component advanced 0.3 per cent as a result of increased property taxes and higher prices for new houses and repairs. Rents increased 0.1 per cent. The price level for the household operation items group was unchanged—higher prices for household textiles, furniture and some fuels were offset by declines for floor coverings, some appliances and many household supply items purchased from supermarkets, such as toilet paper, detergents and scouring powder.

The clothing index declined 0.4 per cent to 127.9 from 128.4, but it was 1.2 per cent higher than in December 1969. Lower prices for men's, women's, and children's wear contributed to the December decline, which was offset by small increases in the prices of footwear, piece goods and clothing services. A decline of 0.5 per cent in the index for women's wear was attributed to lower prices for winter coats, both fur and cloth, and for hosiery. There was also a decline of 0.5 per cent in the price of children's wear.

The transportation index increased 0.2 per cent to 126.1 from 125.8, and was 3.4 per cent above its level of a year ago. There was an increase of 6.6 per cent in passenger rail fares; and among automobile operation items, slightly higher prices were recorded for gasoline and for chassis lubrication.

The health and personal care index declined 0.1 per cent to 140.7 from 140.8, but was 2.9 per cent higher than in December 1969. Prices of shaving cream and razor blades declined 1.6 per cent and 1.5 per cent, the largest monthly decreases for these items in several years. Smaller decreases were recorded for cleansing tissues, toothpaste and toilet soap.

The recreation and reading index declined 0.1 per cent to 133.6 from 133.7, but it was 4.3 per cent above the level of December 1969. Home entertainment items, including portable television sets, radios and phonograph records, registered small price declines. Toy prices increased slightly. Seasonally lower subscription rates

reduced the price level for magazines by 1.3 per cent, but it was 7.0 per cent higher than a year ago. The tobacco and alcohol index, at 126.4, was unchanged, and was 0.1 per cent higher than in December 1969.

City consumer, December

The consumer price index (1961 = 100) declined in eight regional cities and city combinations and advanced slightly in two. The movements ranged from a decrease of 1.0 per cent in Saint John, N. B., to an increase of 0.2 per cent in Vancouver.

Food indexes declined in eight cities and increased in Edmonton-Calgary and Vancouver. In a month, when food prices normally rise, declines of 3.2 per cent were recorded in Toronto and 4.1 per cent in Saint John. Housing components were practically unchanged as the cities surveyed registered both minor advances and declines. Clothing indexes decreased in most cities because of pre-Christmas sales. Higher rail fares contributed to increases for transportation components in all cities except Halifax, where lower prices for some automobile operation items were recorded. Index for health and personal care and for recreation and reading each registered mixed movements. Tobacco and alcohol components were unchanged.

Regional consumer price index point changes between November and December were: Saint John -1.3 to 122.6; Toronto -1.2 to 126.1; St. John's -0.9 to 120.1; Halifax -0.8 to 124.0; Winnipeg -0.6 to 126.3; Ottawa -0.4 to 127.2; Montreal -0.3 to 123.8; Saskatoon-Regina -0.2 to 121.6; Edmonton-Calgary +0.1 to 126.2; Vancouver +0.2 to 124.1.

Wholesale

The general wholesale index (1935-39 = 100) advanced 0.1 per cent in December to 284.1 from the November index of 283.8. It was 0.7 per cent lower than the December 1969 index of 286.2. Five of the eight major group indexes were higher, and three declined.

The iron products group index advanced 2.3 per cent in December to 312.6 from 305.5 on higher prices for rolling mill products, hardware, wire, and pipe and tubing. A rise of 0.5 per cent to 221.3 from 220.1 in the non-metallic minerals products group index reflected price increases for petroleum products. The vegetable products group index registered an increase of 0.4 per cent to 240.3 from 239.3 as higher prices for grains, livestock and poultry feeds, and sugar and its products more than offset decreases in fresh fruits and other

commodities. Increases of 0.2 per cent or less occurred in two major group indexes: chemical products to 229.7 from 229.3, and textile products to 256.8 from 256.5.

The non-ferrous metals products group index declined 2.1 per cent in December to 262.5 from 268.0 in response to lower prices for copper and its products and silver. The animal products group index moved down 0.6 per cent to 313.9 from 315.7, reflecting price decreases for livestock and fresh and cured meats. The wood products group index declined 0.5 per cent to 373.4 from 375.2 on lower prices for newsprint, pine and spruce.

U.S. consumer, December

At 138.5, the United States consumer price index (1957-59=100) rose 0.5 per cent, compared with 0.3 per cent in November. The increase for the year was 5.5 per cent, a decline from the 6.1 per cent increase in 1969.

The advance was caused mainly by higher prices for household services and medical care, food, houses, gasoline and new cars. Property taxes and insurance, house and apartment rents, and mortgage interest costs were responsible for much of the 0.6 per cent rise in services. Commodities other than food showed a 0.6 per cent increase, compared with 0.4 per cent in November. Food prices rose 0.2 per cent after declining 0.1 per cent in November.

There was an increase of 1.2 per cent in the price of foods—much less than the 7.2 per cent increase in 1969. Prices of eggs, cereal and bakery products, dairy products, and poultry, advanced more than usual in December. Beef, pork and fresh fruit prices declined.

Among major annual price increases, in adjusted figures, were public transportation 15.2 per cent, insurance and finance 12 per cent, and homeownership 10.3 per cent.

Beginning with the January 1971 consumer price index, the new base will be 1967 = 100.

British retail, October

The British index of retail prices (January 16, 1962 = 100) was 143.0 at October 20, compared with 141.5 at September 22 and 133.2 at October 21, 1969.

Food: The index for items of food whose prices show significant seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 130.3 compared with 129.4 in September, and for all other items of food, it was 144.1. Increases in the average prices of tomatoes and margarine were partly offset by reductions in the average prices of Brussels sprouts, apples and lamb. The index for the food group as a whole was 141.4, compared with 140.6 in September.

Alcoholic drinks: Mainly as a result of rises in the average levels of charges for nips of whisky and gin, the index for this group as a whole rose to 144.4 compared with 143.6 in September. **Housing:** The index for the housing group as a whole advanced to 162.7, compared with 159.8 in September. There were increases in the average levels of rents of local authority dwellings, of rates and water charges in Scotland, and in charges for repair and maintenance of dwellings.

Fuel and light: General increases, largely seasonal, in the prices of household coal and coke, and increases in the charges for electricity in some areas, were responsible for the increase of almost 5 per cent in the index for the fuel and light group. The group index was 150.8, compared with 143.9 in September. **Durable household goods:** There were increases in the average levels of prices of furniture, household appliances, and other articles in this group. The group index rose to 129.5, compared with 127.1 in September.

Transport and vehicles: Mainly as a result of an increase in the average level of prices of second-hand cars, the index for this group as a whole rose to 135.9, compared with 135.1 in September. **Miscellaneous goods:** There were increases in the average levels of prices of cosmetics, newspapers and periodicals, writing paper and most other items included in this group. The group index rose to 148.2, compared with 145.0 in September. **Meals bought and consumed outside the home:** There was an increase of more than one per cent in the average level of prices in this group, and the index advanced to 149.9, compared with 148.1 in September.

Sharing the Maritimes' new image

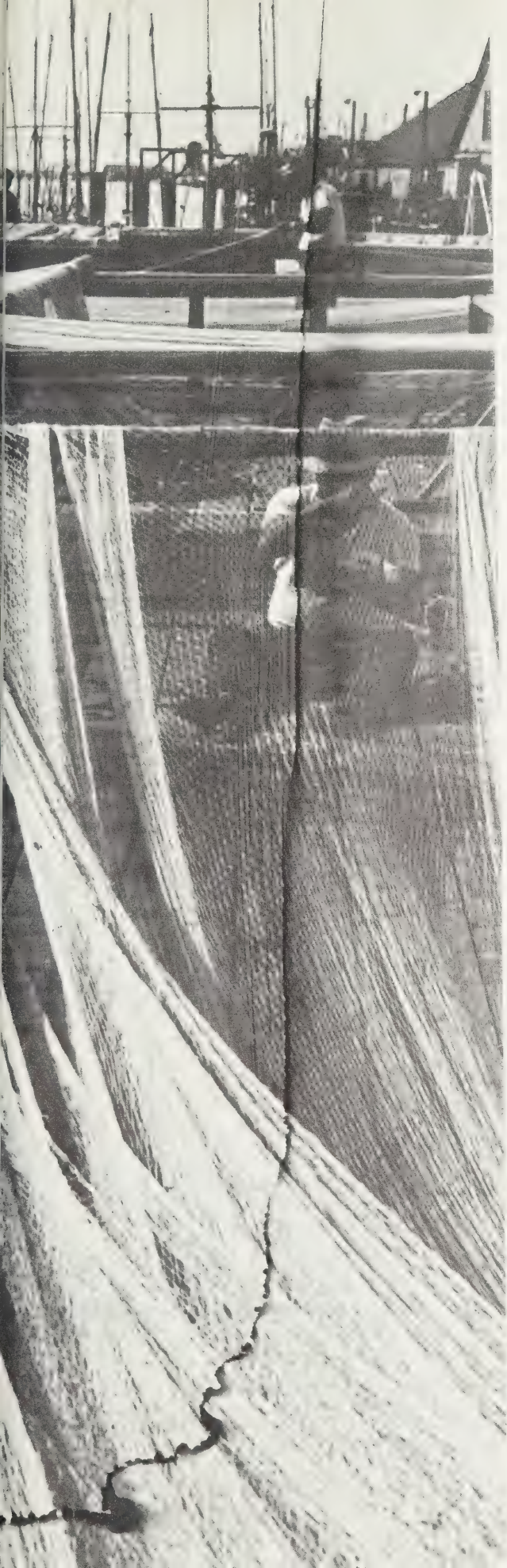
Enthusiasm at the Atlantic Provinces Economic Council meeting for the Maritimes' new image as a resource area was tempered by a warning that it will prove hollow if the working people aren't counted in. Lagging productivity will continue to frustrate the best intentioned efforts of industry and big unions unless the needs of the working man are considered. The warning was sounded by Dalton Camp, Toronto public relations executive and a former president of the Conservative Party.

The APEC's fourth annual meeting, convened at Halifax, November 9-10, discussed unemployment and regional disparity, as well as the regional image, economic nationalism and foreign investment. A pre-conference report had expressed fear that federal Government policies, unless changed, would produce severe unemployment during the winter.

"If business and management leave out those who work, then the game is over," said Mr. Camp. **"Unless the morale of the workforce is raised, not merely wages, I don't think productivity can be increased."** He cited the human relations methods used at the Sydney Steel Corporation as an example of the positive results that can be achieved when workers are properly motivated. Productivity at the mill had soared on the high morale of the workforce.

The labour-management system is no longer working to the advantage of unions, companies or the public in general, according to Camp. "But we ought to be very clear about what is happening: the (new) Atlantic Image shows that the traditional, individualistic skills and crafts of the Maritimers have been replaced by restless trade unions in a society where unemployment and underemployment are chronic, and where the art of work is proving less satisfying." He called on the conference to re-examine the purposes of industrial development and of better living conditions in terms of how the lives of Maritimers will be affected. "Any scheme or program designed to raise the spirits and the morale of the people of this area ought to—indeed, must—involve people who work for wages," he said.

Reginald D. Richardson, Vice-President, Canadian General Electric Co. Ltd., referred to CGE's labour troubles with the Point Tupper heavy water plant to underscore the need for employees to grasp the role of business in the community. **Business, he said, is a vital part of the life and progress, of the community, and it needs the intelligent contribution of employees in order to succeed.**



Mr. Richardson noted that mistakes had been made on both sides during the Point Tupper project, which had been hit by some 40 wildcat strikes. "There were many times when the men on the Point Tupper job decided to go fishing or hunting, or just took off for a long weekend to get home to see their families. Who was wrong and who right? Perhaps management should have anticipated the men's needs for a more frequent break." On balance, the Maritimes construction problems were probably no worse than the average elsewhere in Canada and the U.S., said Richardson—and he added that the situation had been aggravated by the failure of labour and management to establish common ground for trust and respect.

A. R. Harrington, President, Nova Scotia Light and Power Co. Ltd., offered the blunt observation that labour and management were fattening themselves at the expense of the Maritimes' ventures in industrial development. **"I think that both management and labour in the construction industry, and a little more so labour, have milked the cow of economic expansion to the point where the fingers are getting a little sore,"** he said.

Speaking of projects that had ultimately \$2.5 million more than the estimate because of six-month construction delays, he said: "When we have a premium of 10 per cent on the cost of a project here, how are we to get very far with an industrialized program? Private capital is going to go where it finds the least trouble and the greatest return."

Russell Bell, Director of Research for the Canadian Labour Congress, warned of high unemployment in the winter ahead. Ottawa's anti-inflationary fiscal and monetary policies had achieved the worst possible trade-off between employment goals and price performance, he said. "The measurable economic costs of high unemployment have far offset any small advantages we have achieved in reducing inflation."

Book reviews

Relationships Between Canadian-American Wage Settlements: An Empirical Study of Five Industries, by Bryan M. Downie; Industrial Relations Centre, Queen's University, Kingston, Ontario; Research Series No. 18, 257 pages; \$8.50 cloth, \$7.00 paper.

At a time when the subjects of wage parity, international unions and the influence of U.S. companies are a major concern to Canadians, Mr. Downie's analysis of five industries comes as an important addition of factual information to the debate. In his study, Downie looks at the primary pulp and paper industry, the auto industry, the meat packing industry, the basic steel industry and the iron ore industry. For each industry, he provides the historical background and then assesses U.S. influence on union policy.

His objective, he states, is to provide more empirical data on the Canadian industrial relations system, to describe some public policy inputs on the issue of bi-national wage patterns and similar domestic phenomena, and to make more understandable the phenomena of wage parity and joint U.S.-Canadian labour agreements. He concluded by saying that "international bargaining arrangements are probably a factor bringing stability and a greater degree of industrial peace to an industry." He states also that international unions have some ad-

vantages because of their U.S. link, including available expertise, "structural advantages when dealing with U.S. subsidiaries, and access to American funds."

But he cautions that a Canadian union would be closer to its membership and be able to develop more effectively the militancy of the rank and file. He states finally that the issue of wage parity is not as serious as might be assumed. "There may be some increase in wage parity demands, but it is doubtful that the issue will be seriously pursued throughout negotiations."

Working Conditions in Canadian Industry, Report No. 13; Economics and Research Branch, Canada Department of Labour; Information Canada; Ottawa; bilingual, 255 pages, \$2.00.

The 13th annual report on working conditions in Canadian industry has been published. In addition to conditions such as hours of work, paid holidays, vacation with pay, and numbers of employees covered by collective agreements, this 1969 survey covers overtime provisions, shift-work provisions, bonus and profit-sharing plans, educational assistance, private pension plans, reporting pay and minimum call-out pay. The data were obtained from the Canada Department of Labour's mail survey of some 33,000 establishments on April 1, 1969.

Studies of the Task Force on Labour Relations, Information Canada. Three more studies that were provided under contract for the Prime Minister's Task Force on Labour Relations have been published by Information Canada. This brings to 19 the number that have been published. Titles and prices for the first 16 were published in the February issue of *The Labour Gazette* (LG, Feb., p. 83). Studies written in English have French résumés and vice versa.

The three additions are: No. 17—Management's Views of Union-Management Relations at the Local Level, by A. Mikalachki, G. Forsyth and J.J. Wettlaufer, all of the School of Business Administration, University of Western Ontario, 98 pages, \$1.25; No. 18—Interest Arbitration, by Donald J.M. Brown, Osgoode Hall Law School, York University, 310 pages, \$3.25; and No. 19—Wage Determination in Canadian Manufacturing Industries, by Grant L. Reuber, University of Western Ontario, 144 pages, \$1.50. The studies are available from Publishing Division, Information Canada, Ottawa 4, or from Information Canada bookshops.

Unemployment insurance report

Summary Table

				Cumulative Data	
Activity	Nov. 1970	Oct. 1970	Nov. 1969	Jan. to Nov. 1970	12 months ending Nov. 1970
(in thousands)					
Insured population at end of month	—	5,584	5,596	—	—
Initial and renewal claims filed:					
Total.....	204†	142	165	1,905†	2,206
Initial.....	148	100	122	1,407	1,639
Renewal.....	55	42	43	497	567
Claimants currently reporting to local offices.....	480	399	349	529*	529*
Beneficiaries (weekly average).....	268	292	193	389*	373*
Weeks compensated.....	1,074	1,166	831	18,132	19,108
Benefit paid.....	37,583	40,365	27,555	619,983	668,043
Average weekly benefit.....	\$35.00	\$34.62	\$33.17	\$34.19	\$34.96

* Monthly average.

†Discrepancy between totals and subtotals due to rounding.

During November 204,000 initial and renewal claims for benefit were filed in local offices across Canada. This represented an increase of 61,000 (43 per cent) over the 142,000 claims filed during October, and 38,000 (23 per cent) more than the November 1969 claim load (165,000). The large October-to-November increase is usual and can be attributed, in part, to claims being filed prior to the first week in December when the seasonal benefit period commences.

On November 30 there were 480,000 claimants for unemployment insurance benefit, an increase of 81,000 (21 per cent) over the October 30 claimant total of 399,000, and 131,000 (38 per cent) more than the 349,000 who were on claim at the end of November 1969.

Two hundred and fifteen thousand (45 per cent) of the claimants came on claim during the month, i.e. they were in the 1 to 4 weeks-on-claim category. Over 70 per cent in this category were males. In comparison with the claimant count on October 30, the number of males increased by 27 per cent, females by 11 per cent.

The average weekly estimate of beneficiaries was 268,000 in November, 292,000 in October and 193,000 in November 1969. Benefit payments and the average weekly benefit for these three months were \$37.6 million (\$35.00), \$40.4 million (\$34.62) and \$27.6 million (\$33.17) respectively.

Certification

The Canada Labour Relations Board met for six days during January. It granted four applications for certification, rejected three, and ordered one representation vote. During the month the Board received seven applications for certification and allowed the withdrawal of two. It also received one request for review of an earlier decision.

Applications for certification granted

Association of Canadian Television and Radio Artists on behalf of a unit of announcers and writers employed by Radio Station CFRA Ltd., Ottawa, Ont. (LG, Mar., p. 193).

L'Association des Employés de Provost Cartage Inc. on behalf of a unit of drivers and other employees of Provost Cartage Inc., Ville d'Anjou, Qué., employed in the company's branches at Montreal, Shawinigan, Valleyfield, Buckingham and Verchères in Québec, and at Cornwall and Toronto in Ontario (LG, Feb., p. 121).

The Building Service Employees Union, Local 298, on behalf of a unit of employees of Nation-Wide Interior Maintenance Co., Ltd., Montreal, Qué., employed in the performance of the company's contract with the Canada Department of Transport for cleaning and janitorial services at Montreal International Airport (LG, Feb., p. 121).

Pinawa Fire Fighters Association, AECL Local F-160, International Association of Fire Fighters, on behalf of a unit of protective services firefighters employed by Atomic Energy of Canada Limited at its Whiteshell Nuclear Research Establishment, Pinawa, Man. (LG, Feb., p. 121).

Applications for certification rejected

United Transportation Union, applicant, Ontario Northland Railway, North Bay, Ont., respondent, and Brotherhood of Locomotive Engineers, intervener (LG, Feb., p. 121). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

National Association of Broadcast Employees and Technicians, applicant, and Channel Seven Television Limited (CJAY-TV), Winnipeg, Man., respondent (LG, Jan., p. 50). The application was rejected because the unit of employees proposed by the applicant is not appropriate for collective bargaining.

Building Material, Construction and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, The British Yukon Railway Company (operating under the name of White Pass and Yukon Route), Vancouver, B.C., respondent, and Clarence J. Wood, et al., interveners (LG, Jan., p. 50). The application was rejected because the evidence submitted did not establish, to the satisfaction of the Board, that the employees claimed as members by the applicant union were in fact members in good standing.

Representation vote ordered

International Association of Machinists and Aerospace Workers, applicant, Canadian Autocare Limited, Ottawa, Ont., respondent, and Raymond J. Tugwell, et al., interveners (LG, Mar., p. 193), (Returning Officer: G. A. Plante).

Applications for certification received

Le Syndicat des Chauffeurs de Voyageur Provincial (CSN) on behalf of a unit of drivers employed by Voyageur (1969) Inc., Montréal, Qué. (Investigating Officer: S. T. Payne).

Le Syndicat des Travailleurs Forestiers de l'U.C.C. de Gaspé on behalf of a unit of employees employed in the loading and unloading of boats by Consolidated-Bathurst Ltd., New-Richmond, Qué. (Investigating officer: R. G. Dorion).

Le Syndicat du Transport Routier (CSN) on behalf of a unit of truck drivers employed by Roberval Express Limited, Montréal, Qué. (Investigating Officer: S. T. Payne).

General Truck Drivers Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and freight handlers employed by Wilson's Truck Lines, Etobicoke, Ont. (Investigating Officer: H. A. Fisher).

General Truck Drivers Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen

and Helpers of America, on behalf of a unit of employees of Robert Sentineal Moving & Storage Limited, Niagara Falls, Ont. (Investigating Officer: K. Hulse).

Canadian Air Line Employees' Association on behalf of a unit of sales and traffic employees employed by Pacific Western Airlines Ltd., Vancouver International Airport, Vancouver, B.C. (Investigating Officer: K. Hulse).

Canadian Marine Officers Union on behalf of a unit of captains and assistant captains employed by Marine Industries Limited, Montreal, Qué. (Investigating Officer: R. G. Dorion).

Applications for certification withdrawn

Canadian Bus Drivers' Union, applicant, Trailways of Canada Limited, Thornhill, Ont. (carrying on business under the name of Travelways), respondent, and Cana-

dian Brotherhood of Railway, Transport and General Workers, intervener (LG, Feb., p. 121).

Syndicat des Employés du Transport Provincial (CSN) (section Chauffeurs, division Voyageur), applicant, Voyageur (1969) Inc., Montreal, Qué., respondent, and Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener (LG, Mar., p. 193).

Request for review withdrawn

The Board allowed the withdrawal of a request under Sec. 61 (2) of the Act for review of its order dated 5 August 1958, which certified the International Association of Machinists (now the International Association of Machinists and Aerospace Workers) as the bargaining agent for a unit of employees in the Maintenance Departments of Pacific Western Airlines Ltd., Vancouver International Airport, B.C. (LG, Oct. 1970, p. 733).

Conciliation

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

Western Cartage and Storage (1962) Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: A. A. Franklin).

Speedy Storage and Cartage Limited, Lethbridge, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: A. A. Franklin).

Blue Peter Steamships Limited, St. John's, Nfld., and Canadian Merchant Service Guild (Conciliation Officer: W. J. Gillies).

Nordair Limited, Montréal International Airport, and International Association of Machinists and Aerospace Workers, Lodge 2309 (representing flight attendants) (Conciliation Officer: G. R. Doucet).

Eldorado Nuclear Limited (Mining and Exploration Division), Eldorado, Sask., and United Steelworkers of America (Conciliation Officer: A. E. Koppel).

Canadian Marconi Company (Broadcasting Division, CFCF-TV and CFCF-Radio), Montréal, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: G. R. Doucet).

M.I.L. Tug & Salvage Limited, Halifax, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 343 (representing unlicensed and shore personnel) (Conciliation Officer: R. L. Kervin).

Settlements by conciliation officers

Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron) (LG, Feb., p. 122).

McNeil Transport Limited, Brockville, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91 (representing office workers) (Conciliation Officer: K. Hulse) (LG, Feb., p. 122).

Coast Ferries Limited, Richmond, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron) (LG, Jan., p. 46).

United Keno Hill Mines Limited, Elsa, Y.T., and United Steelworkers of America, Local 924 (Conciliation Officer: D. H. Cameron) (LG, July 1970, p. 505).

Conciliation boards appointed

Federal Grain Limited, Manitoba Pool Elevators, National Grain (1968) Limited, Parrish & Heimbecker Limited, Richardson Terminals Limited, Saskatchewan Wheat Pool, United Grain Growers Limited, Westland Elevators Limited, and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees.

Roberval Express Ltée, Montréal, Qué., and Le Syndicat du Transport Routier (LG, Jan., p. 46).

Northern Electric Company Limited (installation western region) and Communications Workers of America (LG, Jan., p. 46).

Pacific Western Airlines Ltd., Vancouver International Airport, and Canadian Air Line Dispatchers' Association (LG, Jan., p. 46).

Bell Canada (Directory Sales Representatives, Western Region) and Office and Professional Employees' International Union, Local 131 (LG, March, P. 194).

F. M. Yorks & Son Limited, (M.V. "Lorne Yorke") Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers.

Canadian National Hotels Limited (Hotel Newfoundland), St. John's, Nfld., and Hotel and Restaurant Employees' and Bartenders' International Union, Local 779 (LG, March, p. 194).

Canadian National Hotels Limited (Hotel Nova Scotian), Halifax, N.S., and Hotel and Restaurant Employees' and Bartenders' International Union, Local 662 (LG, Dec. 1970, p. 878).

Conciliation board reports received

Canadian Pacific Railway Company (S.S. "Princess of Acadia") Bay of Fundy Service and Seafarers' International Union of Canada (LG, Jan., p. 47). (Full text appears in Supplement No. 2, 1971).

Hudson Bay Mining and Smelting Co. Limited, Flin Flon, Man., and Association of Flin Flon Trade Unions (LG, Jan., p. 47). (Full text appears in Supplement No. 2, 1971).

Canadian Broadcasting Corporation and Canadian Union of Public Employees (LG, Nov. 1970, p. 795). (Full text appears in Supplement No. 2, 1971).

Settlement reached after board procedure

Canadian National Steamship Company Limited, Vancouver, B.C., and Seafarers' International Union of Canada (LG, Aug. 1970, p. 586).

Conciliation boards not appointed

CKAC Ltée, Montréal, Qué., and United Radio and Television Workers Union, Local 291 (CLC) (LG, Jan., p. 46).

Chapman Transport Limited, Kelowna, B.C., and General Truck Drivers and Helpers, Local 31, and General Teamsters Union, Local 181 (representing office and clerical employees) (LG, Jan., p. 46).

Strike action

Hudson Bay Mining and Smelting Co. Limited, Flin Flon, Man., and Association of Flin Flon Trade Unions (strike commenced January 27) (see above).

Decisions of the umpire

CUB 2977. The claimant filed a renewal application for benefit three months after he was laid off from his position as an inspector with a pipeline company. He had been employed by the company for six and a half months, but was laid off because of a work shortage. He asked to have his claim antedated to the day after he was laid off.

The claimant declared that he didn't apply earlier because he did not have his contributions from his employer, the reason being that he had been hired on a monthly basis with the expectation of becoming a permanent employee. At the time of being hired, he gave his unemployment insurance book to the employer and it was apparently misplaced. He was unable to obtain his contributions from the company until three months after he was laid off.

The insurance officer told the claimant that he could not have his claim antedated because he had not established that, throughout the whole period, he had had good cause for the delay in making the claim, and he had not proved that he fulfilled all of the conditions of entitlement for benefit during the period.

In his appeal to the board of referees the claimant stated that he had delayed filing his claim because of an accumulation of circumstances over which he had little or no control. He added that, owing to his lack of knowledge of the Unemployment Insurance Act, he did not fully understand the meaning of the statement made by the insurance officer, but felt that he could provide the board with a satisfactory explanation should he have the opportunity to appear before them.

The claimant told the board that he did not wish to hurt his employer by reporting that the company was not paying unemployment insurance contributions on his behalf, as this might jeopardize his chances of re-employment with the company. **The board said that the claimant should have applied for benefit as soon as he became unemployed, that the reasons he had given for the delay in filing his claim were not beyond his control, and that a person could have his claim antedated only if "he has a good reason instead of an excuse."** Moreover, the board added the claimant should have been fairly well acquainted with the rules and regulations applying to contributions and claims, as he had been in the construction field for a number of years. The board dismissed the appeal.

The union then appealed to the Umpire. The claimant said that he had been advised by his employer that he would not be eligible for benefit, as the company had made no contributions on his behalf. The Umpire ruled that, from the claimant's statement "it is reasonable to infer that his omission to apply or to consult the local office of the Commission in respect of benefit or his rights in that respect was deliberate and intentional on his part, and that the main reason was that he preferred not to take any action that might jeopardize his chances of re-employment, and it was only when the possibility of re-employment was definitely terminated that he and his Union advisers decided to 'push matters further and harder,' to use his own words."

"In my opinion the antedating provision of the Act was not intended to include a delay of the length and for the reasons given by the claimant, and although he had had misfortunes and no doubt could well do with the additional money he is seeking, I feel that it would be contrary to the principles applied by various Umpires in previous jurisprudence to hold that the claimant here has shown 'good cause for the delay' within the meaning of those words in the Act." For these reasons **the Umpire dismissed the appeal.**

General topics

Wage schedules

During December, the Department of Labour prepared 334 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of constructions, remodelling, repair or demolition, and certain services.

In the same period, 282 contracts in these categories were awarded. In addition, 23 contracts containing the General Fair Wages Clause were reported awarded.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in December for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Supply and Services	81	\$1,028,091.00

During December, the sum of \$69,438.83 was collected from 15 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 135 workers concerned.

Employment review

Total employment in December was 7,791,000 (not adjusted for seasonality), a decline of 133,000 from November. The reduction was larger than the usual seasonal decline between these two months. Compared with December, 1969, employment was 79,000, or 1.0 per cent higher. There was an increase of 62,000 in the number of persons unemployed—from 476,000 in November to 538,000 in December—and a yearly increase of 155,000. The labour force, at 8,329,000, was 71,000 lower than in November, but was 234,000, or 2.9 per cent, higher than a year ago. The seasonally adjusted unemployment rate advanced to 6.6 per cent in December from 6.5 per cent in November. (Seasonal adjustment is an analytical method for removing the effects of normal seasonal fluctuations from the data.) The unadjusted rate of unemployment rose from 5.7 per cent in November to 6.5 per cent in December.

Most changes in employment in individual industry groups followed normal seasonal lines between November and December, the main exceptions being community, business and personal services, and trade. Employment in services declined 43,000: in recent years during this period, there was an increase. Employment in trade increased much less than usual for the time of year. As with the changes in service industries and trade, the reduction of 34,000 in the number of employed women aged 25 and over, was in excess of the normal seasonal change. The declines in employment among men aged 25 and over, 66,000, and among persons 14-24 years, 32,000, were, in percentage terms, somewhat larger than the normal seasonal change.

Seasonally adjusted employment

Employment on a seasonally adjusted basis declined to 7,862,000 in December, reflecting the above-average reduction in the unadjusted series. There were declines in all regions except British Columbia, where there was an increase of 1.6 per cent. The largest decline, 2.1 per cent, was in the Atlantic region, followed by reductions of 1.0 per cent in Ontario, 0.8 per cent in the Prairie region, and 0.6 per cent in Quebec.

The increase of 62,000 in the number of persons unemployed between November and December was, in percentage terms, about the same as the average increase over this period in the last four years. There was an above-average increase in unemployment among men aged 25 years and over, and a less-than-average increase among persons aged 14-24. There were 155,000 more persons unemployed in December, 1970, with increase in all the main age and sex groups. An above-average increase was recorded in the Atlantic region. Quebec

and Ontario showed relative increases that were somewhat larger than average, and the relative increase in the Prairie region was below average. In British Columbia, there was an unusually large decline between November and December. Compared with a year earlier, the largest percentage increase in unemployment was in the prairie region, followed by Ontario, British Columbia, Quebec and the Atlantic region.

Seasonally adjusted unemployment rates

The seasonally adjusted unemployment rate in December was 6.6 per cent, slightly higher than in November, 6.5 per cent, and the same as in October. There was a noticeable increase in the seasonally adjusted rate of unemployment in the Atlantic region in December, and there were increases also in the Quebec and Ontario rates. In the Prairie region and British Columbia, further substantial reductions were recorded.

U.S. employment

Unemployment in December was 4,600,000, unchanged from November, but after seasonal adjustment, it increased slightly by about 120,000. The seasonally adjusted rate of unemployment in December was 6.0 per cent, compared with 5.8 per cent in November, the highest rate since December 1961, when it was also 6.0 per cent. The actual rate of unemployment was 5.9 per cent, compared with 5.5 per cent in November. The civilian labour force advanced slightly on a seasonally adjusted basis to 83,446,000 from 83,393,000. Long-term unemployment continued to rise. The number of persons unemployed for at least 15 weeks passed one million on a seasonally adjusted basis, the highest since mid-1964. This brought the average duration of unemployment to 9.8 weeks, up from 9.4 weeks in November, but it remained below levels of the early and mid-1960's.

Unemployment insurance fund

During December 1970, 26,939 investigations were completed across Canada. Of these, 14,222 were on-premises investigations, and 1,912 were selective investigations to verify the fulfilment of statutory conditions. The remaining 569 formal investigations and 10,236 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 4,299. Prosecutions were commenced in 194 cases, 193 against claimants and one against an employer. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in December totalled \$51,124,049.92, compared with \$55,101,007.15 in November and \$53,426,242.57 in December 1969. **Benefits paid in December totalled \$60,238,738.25, compared with \$37,583,156.82 in November and \$33,060,494.99 in December 1969.** The balance in the Fund on 31 December 1970 was \$473,175,760.39, compared with \$482,290,448.72 in November and \$545,782,419.16 at the end of December 1969.

April credits

Unemployment Insurance Report, p. 265, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 266, originates with the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 267, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Employment, Training and Pensions for Older Workers, p. 258, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Provincial social assistance legislation in 1970, p. 248, was prepared by the Welfare Research Division, Department of National Health and Welfare.

Photos. NFB: Cover, p. 235, 236, 237, 238, 239, 242, 244, 249, 250, 253, 256, 263. Murray Mosher—Photo Features: p. 224. John S. Holmes, Halifax: p. 225. United Press International: p. 227. Public Archives of Canada: p. 231.

Railway arbitration

Three disputes were dealt with by the Canadian Railway Office of Arbitration in Montreal on December 8. The first grievance was a supplementary award to Case No. 203, the second was allowed, and the third was dismissed.

Case No. 203 Supplementary: Dispute between the CNR and the United Transportation Union over yard work done by a road crew.

The arbitrator earlier allowed the grievance, saying that the crew should be paid for eight hours of work. But the company refused to pay the full claim at yard rates. The union contended that the men involved should be paid for a minimum day, but the company said that they should be paid only for the time when they were "performing yard work."

The arbitrator said that if the yardmen had been called to do the work, as would have been proper, they would have been paid for a minimum day. The grievors did do work that, had they been yardmen, would have entitled them to such a payment. He decided to allow the grievance, ruling that the road crew was entitled to eight hours pay.

Case No. 254. Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over the right of dining car employees to exercise their seniority.

Six dining car crews had operated on a line. Then, the complement of waiters in each crew was reduced by one. The six junior waiters were released from their positions and allowed to exercise their seniority. Because the six junior waiters reduced on each set of trains were not distributed among the six crews in line, it was necessary for some employees remaining on the assignment to move from one crew to fill positions left vacant in another crew. The union said that the latter employees should have been able to exercise their seniority, but the company said that they could not, as their positions in the assignment were not abolished, nor were they displaced from the assignment.

The arbitrator said that the employees affected had particular positions on the assignment and that, although the assignment had not been abolished, the employees' particular positions, "in a very real sense, were abolished. That is why they were moved." His conclusion was that the employees affected were entitled to exercise their displacement rights in accordance with the collective agreement. He therefore allowed the grievance, saying that it would be irregular if the collective agreement provided higher rights to junior employees displaced by the grievors than to the grievors themselves.

Case No. 255. An ex parte dispute between CP Rail and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over discipline assessed to a senior keypunch operator.

The senior keypunch operator was demoted to the position of keypunch operator as a disciplinary measure. The union wanted her to be reinstated, but the company would not reverse its decision. The company first raised the objection that the matter was not arbitrable because notice to arbitrate was not given within the proper time limits.

An officer of the company wrote a letter to the union declining to reinstate the grievor. To comply with the agreement, the union had to give notice to arbitrate within 60 days. Notice was given one day late. The union contended that the letter from the company official was not a final decision on the matter, but the arbitrator agreed with the company that it was. The arbitrator ruled that "There can be no legitimate doubt that the letter of May 27 was the final decision in the grievance procedure and that the 60-day limitation period then ran. Notice to arbitrate was not given within that period," he said, "and I have no alternative but to dismiss the grievance."

Publications in the library

List No. 265

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed, when requesting loans.

Automotive agreement

- **No. 1—Beigie, Carl E.** The Canada-U.S. automotive agreement: and evaluation. Montreal, Canadian-American Committee [1970] 173p.

Collective bargaining

- **No. 2—Prasow, Paul.** Arbitration and collective bargaining: conflict resolution in labor relations [by] Paul Prasow [and] Edward Peters. New York, McGraw-Hill [1970] 426p.
- **No. 3—U.S. Bureau of Labor Statistics.** Major collective bargaining agreements; administration of negotiated pension, health and insurance plans. Washington [G.P.O., 1970] 52p.

Disadvantaged

- **No. 4—Drennan, William D., ed.** The fourth strike; hiring and training the disadvantaged. [New York] American Management Association [1970] 154p.

Government

- **No. 5—Canadian Tax Foundation.** The growth of government spending in Canada, by Richard M. Bird. Toronto, 1970. 333p.
- **No. 6—Kernaghan, W. D. K., ed.** Bureaucracy in Canadian government; selected readings. Toronto, Methuen [1969] viii, 190p.

- **No. 7—National Industrial Conference Board.** Federal revenue sharing with the States; problems and promises, by Michael E. Levy and Juan de Torres. New York, 1970. [103]p.

Industrial relations

- **No. 8—McCarthy, William Edward John, ed.** Industrial relations in Britain: guide for management and unions. London, Lyon, Grant & Green, 1969. 151p.
- **No. 9—Nigro, Felix A.** Management-employee relations in the public service. Chicago, Public Personnel Association [1969] 433p.
- **No. 10—Ryder, Meyer S.** Managing industrial conflict in Holland at the plant level. Ann Arbor, Bureau of Business Research, Graduate School of Business Administration, University of Michigan [1970] xiii, 106p.
- **No. 11—Seyfarth, Shaw, Fairweather & Geraldson.** Labor relations and the law in the United Kingdom and the United States: a comparative study. Ann Arbor, Program in International Business, Graduate School of Business Administration, University of Michigan [1968] xxvi, 634p.

- **No. 12—Seyfarth, Shaw, Fairweather & Geraldson.** Labor relations and the law in West Germany and the United States: a comparative study. Ann Arbor, Program in International Business, Graduate School of Business Administration, University of Michigan [1969] xxx, 606p.

- **No. 13—U.S. Bureau of Labor Statistics.** Analysis of work stoppages, 1968. Washington [G.P.O., 1970] 61p.

■ **No. 14—Yoder, Dale.** Personnel management and industrial relations. 6th ed. Englewood Cliffs, N.J., Prentice-Hall [1970] 784p.

Labour economics

■ **No. 15—Fleisher, Belton M.** Labor economics: theory and evidence. Englewood Cliffs, N.J., Prentice-Hall [1970] xiii, 304p.

■ **No. 16—Peitchinis, Stephen Gabriel.** Canadian labour economics: an introductory analysis. Toronto McGraw-Hill [1970] 491p.

Labour laws and legislation

■ **No. 17—Canada.** Department of Labour. Legislation Branch. Labour relations legislation in Canada. [Ottawa, Queen's Printer, 1970] 180p.

■ **No. 18—Great Britain.** Laws, statutes, etc. Redundancy payments: an annotation and guide to the Redundancy Payments Act, 1965, by H. Samuels and N. Stewart-Pearson. 2d ed. London, Knight, 1970. xv, 197p.

Labour organization

■ **No. 19—Catchpole, Terry.** How to cope with COPE; the political operations of organized labor. New Rochelle, N.Y., Arlington House [1968] 381p.

■ **No. 20—Leab, Daniel J.** A union of individuals; the formation of the American Newspaper Guild, 1933-1936. New York, Columbia University Press, 1970. vi, 362p.

■ **No. 21—National Industrial Conference Board.** White-collar unionization, by Edward R. Curtin. New York, 1970. 70 p.

Labour supply

■ **No. 22—U.S. Bureau of Labor Statistics.** Occupational employment statistics, 1960-67. Washington, G.P.O. [1970] 42p.

■ **No. 23—U.S. Bureau of Labor Statistics.** Technician manpower, 1966-80. Washington [G.P.O., 1970] 28p.

Labouring classes

■ **No. 24—Denis, Robert.** L'homme dans l'entreprise [par] R. et S. Denis. [Paris] Dunod Economie [1969] 107p.

■ **No. 25—Leuwers, Jean-Marie.** Un peuple se dresse: luttes ouvrières, mai 1968. Paris, Les Editions ouvrières [1969] 370p.

■ **No. 26—Levitan, Sar.** Federal training and work programs in the sixties [by] Sar A. Levitan [and] Garth L. Mangum. [Ann Arbor, Institute of Labor and Industrial Relations, University of Michigan, 1969] 465 p.

■ **No. 27—McClure, Arthur F.** The Truman administration and the problems of postwar labor, 1945-1948. Rutherford, Fairleigh Dickinson University Press [1969] 267p.

■ **No. 28—Princeton University.** Industrial Relations Section. An analysis of the quit rate in American manufacturing industry, by John H. Pencavel. Princeton, N.J., 1970. 65p.

■ **No. 29—Western European labor and the American corporation.** Edited by Alfred Kamin. Foreword by Otto Kahn-Freund. Washington, Bureau of National Affairs [1970] xxvii, 546p. "... Based upon the proceedings of the Summer Institute on Business and Law of Loyola University of Chicago, held July 7-12, 1968 at Highland Park, Ill."

Occupations

■ **No. 30—U.S. Bureau of Labor Statistics.** Occupational outlook handbook. [9th] 1970-71 ed. Washington [G.P.O., 1970] 859p.

Pollution

■ **No. 31—Earth Day—the beginning; a guide to survival.** Compiled and edited by the national staff of Environmental Action. New York, Bantam Books [1970] 233p.

■ **No. 32—Taylor, Gordon Rattray.** The doomsday book. London, Thames and Hudson [c1970] 335p.

Race problems

■ **No. 33—Kain, John Forrest, comp.** Race and poverty; the economics of discrimination. Englewood Cliffs, N.J., Prentice Hall [1969] vi, 186p.

■ **No. 34—Rose, Eliot Joseph Benn.** Colour and citizenship: a report on British race relations [by] E. J. B. Rose in association with Nicholas Deakin [and others]. London, New York [etc.] Published for the Institute of Race Relations by Oxford U.P., 1969. xxiii, 815p.

Technology

■ **No. 35—International Conference on Technological Change and Human Development, Jerusalem, 1969.** Technological change and human development; an international conference, Jerusalem, April 14-18, 1969. Introduction by Theodore W. Kheel. Edited by Professor Wayne L. Hodges and Professor Matthew A. Kelly. Ithaca, N.Y., published by the New York State School of Industrial and Labor Relations for the American Foundation on Automation and Employment, 1970. xiv, 388p.

Wages

■ **No. 36—Rees, Albert.** Workers and wages in an urban labor market [by] Albert Rees [and] George P. Shultz, with the assistance of Mary T. Hamilton [and others] Chicago, University of Chicago Press [c1970] xv, 236p.

■ **No. 37—U.S. Bureau of Labor Statistics.** Youth unemployment and minimum wages. Washington [G.P.O., 1971] 189p.

Women

■ **No. 38—Boserup, Ester.** Woman's role in economic development. London, G. Allen and Unwin [c1970] 283p.

■ **No. 39—Figes, Eva.** Patriarchal attitudes: women in society. London, Faber and Faber [1970] 191p.

■ **No. 40—Oppenheimer, Valerie Kincade.** The female labour force in the United States; demographic and economic factors governing its growth and changing composition. Berkeley, Institute of International Studies, University of California [1970] xii, 197p.

Work satisfaction

■ **No. 41—Maurer, John George.** Work role involvement of industrial supervisors. East Lansing, Bureau of Business and Economic Research, Michigan State University, 1969. 166p.

■ **No. 42—Myers, M. Scott.** Every employee a manager; more meaningful work through job enrichment. New York, McGraw-Hill [1970] 233p.

Miscellaneous

■ **No. 43—Great Britain.** Department of Employment and Productivity. Manpower Research Unit. Printing and publishing. London, H.M.S.O., 1970. 115p.

■ **No. 44—Howard, Bion Bradbury.** A study of the financial significance of profit sharing, prepared by Bion B. Howard and Peter O. Dietz. Chicago, Council of Profit Sharing Industries [1969] 130p.

■ **No. 45—Mann, William Edward, ed.** Poverty and social policy in Canada. Toronto, Copp Clark Pub. Co. [c1970] xiv, 429p.

■ **No. 46—Microeconomic foundations of employment and inflation theory** [by] Edmund S. Phelps [and others] New York, W.W. Norton [1970] 434p.

■ **No. 47—Okun, Arthur M.** The political economy of prosperity. [1st ed.] New York, Norton [1970] vi, 152p.

■ **No. 48—Seldon, Arthur.** The great pensions 'swindle'. London, Tom Stacey Ltd. [1970] 176p.

Statistics Section

Labour Statistics

Labour Statistics			Percentage Change	
			From	
Principal Items	Date	Amount	Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended December 12, 1970.....		8,329	- 0.8	+ 2.9
Employed.....		7,791	- 1.7	+ 1.0
Agriculture.....		449	- 6.8	- 1.8
Non-agriculture.....		7,342	- 1.3	+ 1.2
Paid workers.....		6,817	- 1.4	+ 1.4
At work 35 hours or more.....		6,218	+21.8	- 0.1
At work less than 35 hours.....		1,324	-47.9	+ 3.8
Employed but not at work.....		249	-10.8	+ 16.9
Unemployed.....		538	+13.0	+ 40.5
Atlantic.....		54	+28.6	+ 17.4
Québec.....		197	+17.3	+ 29.6
Ontario.....		146	+15.9	+ 53.7
Prairie.....		71	+10.9	+ 61.4
British Columbia.....		70	- 7.9	+ 52.2
Without work and seeking work.....		495	+ 9.8	+ 41.4
On temporary layoff up to 30 days.....		43	+72.0	+ 30.3
INDUSTRIAL EMPLOYMENT (1961 = 100)†.....	November	127.6	- 0.8	- 1.9
Manufacturing employment (1961 = 100)†.....	November	120.6	- 1.4	- 4.6
IMMIGRATION.....	1st 9 mos. 1970	113,323	—	- 5.3
Destined to the labour force.....	1st 9 mos. 1970	60,022	—	- 4.9
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	January	45	-16.7	- 21.2
No. of workers involved.....	January	24,716	-28.2	+193.3
Duration in man days.....	January	205,570	-52.5	+ 99.9
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†.....	November	129.88	- 0.3	+ 7.0
Average hourly earnings (mfg.)†.....	November	3.09	+ 1.0	+ 7.3
Average weekly hours paid †.....	November	39.9	- 0.5	- 1.2
Average weekly wages (mfg.)†.....	November	123.46	+ 0.4	+ 6.3
Consumer price index (1961 = 100).....	December	129.8	- 0.4	+ 1.5
Index numbers of weekly wages in 1961 dollars (1961 = 100)†.....	October	126.7	+ 1.4	+ 4.6
Total labour income (Millions of dollars)†.....	November	4,057.4	+ 0.1	+ 7.8
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100).....	December	169.8	- 0.2††	+ 0.7†
Manufacturing.....	December	164.4	- 0.5††	- 5.9†
Durables.....	December	179.6	+ 0.7††	+ 10.5†
Non-durables.....	December	152.3	- 1.7††	- 1.3†
NEW RESIDENTIAL CONSTRUCTION**				
Starts.....	December	16,515	-16.6	+ 42.2
Completions.....	December	10,061	-24.1	- 20.9
Under construction.....	December	123,901	+ 5.4	+ 8.3

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

** Centres of 10,000 population or more. †† Percentage changes for the previous month and the previous year are calculated from revised figures.

Tables

A-1 to A-3—Labour Force

A-1—Labour Income

A-1 to C-7—Employment, Hours and Earnings

A-1 to E-4—Unemployment Insurance

A-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended December 12, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
	(in thousands)					
THE LABOUR FORCE.....	8,329	648	2,339	3,117	1,346	879
Men.....	5,631	447	1,602	2,076	918	588
Women.....	2,698	201	737	1,041	428	291
14-19 years.....	785	63	225	269	150	78
20-24 years.....	1,272	134	393	419	206	120
25-44 years.....	3,575	241	1,025	1,378	535	395
45-64 years.....	2,494	194	645	972	417	266
65 years and over.....	204	16	52	78	38	20
EMPLOYED.....	7,791	594	2,142	2,971	1,275	809
Men.....	5,219	399	1,455	1,970	863	532
Women.....	2,572	195	687	1,001	412	277
Agriculture.....	449	21	92	120	200	15
Non-agriculture.....	7,342	573	2,050	2,851	1,075	794
Paid Workers.....	6,817	524	1,890	2,679	995	729
Men.....	4,433	346	1,261	1,727	627	472
Women.....	2,384	178	628	952	368	258
UNEMPLOYED.....	538	54	197	146	71	70
Men.....	412	48	147	106	55	56
Women.....	126	*	50	40	16	14
PERSONS NOT IN LABOUR FORCE.....	6,857	743	1,983	2,358	1,090	683
Men.....	1,893	242	528	626	308	189
Women.....	4,964	501	1,455	1,732	782	494

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended December 12, 1970

	Total	14-19 Years All Persons	20-64 Years				65 Year and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
(in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	15,186	2,516	4,286	1,226	4,409	1,161	1,588
LABOUR FORCE.....	8,329	785	4,072	964††	1,516	790	2,000
Employed.....	7,791	679	3,860	840	1,466	753	1,910
Unemployed.....	538	106	212	123	50	37	100
NOT IN LABOUR FORCE.....	6,857	1,731	214	262	2,893	372	1,388
PARTICIPATION RATE†							
1970 December 12.....	54.8	31.2	95.0	78.6	34.4	68.0	12.8
November 14.....	55.4	32.2	95.2	79.5	35.1	68.2	13.4
UNEMPLOYMENT RATE‡							
1970 December 12.....	6.5	13.5	5.2	12.8	3.3	4.7	4.9
November 14.....	5.7	13.1	4.1	10.8	3.0	5.2	5.2

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

† The labour force as a percentage of the population of 14 years of age and over.

†† Discrepancy between totals and subtotals due to rounding.

‡ The unemployed as a percentage of the labour force.

** Less than 10,000 unemployed.

Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended December 12, 1970

	December 1970	November 1970	December 1969
(in thousands)			
TOTAL UNEMPLOYED	538	476	383
On temporary layoff up to 30 days	43	25	33
Without work and seeking work	495	451	350
Seeking:			
Full-time work	470	419	328
Part-time work	25	32	22
Under 1 month	124	130	106
1-3 months	203	168	149
4-6 months	84	78	49
More than 6 months	84	75	46

Source: Labour Force Survey, DBS.

Labour Income

Table B-1—Estimates of Labour Income, by Industry††

Year and Month	Monthly Totals								Totals††
	Mining	Manu- facturing	Transportation Communi- cation and Public Utilities**	Forestry	Con- struction	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
(millions of dollars)									
1965—Total.....	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—November.....	80.9	971.2	392.4	44.8	286.3	492.0	1,289.5	179.0	3,763.6
December.....	86.8	963.8	384.3	37.6	242.8	495.1	1,293.5	176.1	3,703.7
1970—January.....	88.3	961.8	380.6	37.2	242.4	477.3	1,307.0	173.8	3,688.5
February.....	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	3,729.5
March.....	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758.9
April.....	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790.0
May.....	92.3	988.0	406.5	32.5	254.4	494.4	1,352.2	211.2	3,865.4
June.....	94.7	1,013.9	415.5	38.2	296.3	507.2	1,381.2	207.9	3,994.8
July.....	95.6	990.2	420.6	42.9	306.9	501.3	1,387.2	209.2	4,001.4
August.....	96.8	1,010.3	424.6	44.6	319.1	494.3	1,382.6	208.8	4,033.9
September*.....	95.8	1,011.1	425.0	45.8	333.7	503.8	1,394.9	205.4	4,060.6
October†.....	95.5	1,006.3	426.2	45.7	330.5	508.9	1,409.0	196.5	4,054.8
November‡.....	96.5	998.6	437.6	42.5	306.4	519.5	1,414.9	212.6	4,057.4
Seasonally Adjusted									
1965—Total.....	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—November.....	81.1	964.7	388.5	39.5	273.8	483.5	1,281.8	192.7	3,738.2
December.....	88.1	982.2	386.9	41.7	280.5	486.1	1,292.0	195.7	3,785.5
1970—January.....	89.0	981.4	393.3	42.2	289.0	488.3	1,319.0	199.1	3,833.6
February.....	89.5	982.7	400.1	44.1	292.7	491.5	1,324.6	200.0	3,857.8
March.....	91.1	982.2	401.9	44.9	287.7	494.8	1,325.4	200.9	3,861.5
April.....	91.7	983.5	400.0	45.2	273.9	494.7	1,341.1	199.9	3,862.7
May.....	92.7	983.1	406.1	35.3	253.0	493.7	1,345.8	200.1	3,842.7
June.....	93.0	1,000.2	405.8	34.7	271.6	496.3	1,363.0	201.9	3,889.3
July.....	94.1	992.3	407.6	36.1	273.1	494.0	1,384.9	202.2	3,917.0
August.....	95.8	1,001.9	408.6	37.2	276.4	494.8	1,383.7	203.9	3,936.1
September*.....	96.5	990.8	413.6	37.5	290.1	503.6	1,393.8	205.4	3,964.7
October†.....	96.2	994.3	420.7	39.1	297.2	506.2	1,402.2	207.1	3,997.2
November‡.....	96.8	994.2	433.3	37.4	293.6	510.5	1,406.4	206.9	4,013.2

* Revised. † Preliminary. ‡ Advance.

** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based on the 1960 standard industrial classification.

Note: Monthly figures may not add to annual totals because of rounding.

Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at October 1970 employers in the principal non-agricultural industries reported a total employment of 3,814,242. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961 = 100)	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Index Numbers (1961 = 100)	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
	Employ- ment			Employ- ment		
			\$			
AVERAGE						
1965.....	114.3	116.3	91.01	117.2	116.2	94.78
1966.....	120.7	123.1	96.34	123.5	122.8	100.16
1967.....	122.6	131.4	102.83	123.1	130.6	106.54
1968.....	122.7	140.4	109.88	122.1	140.3	114.42
1969.....	126.9	150.3	117.63	125.2	150.7	122.93
1969—October.....	130.0	154.3	120.71	126.7	154.4	125.93
November.....	130.1	155.2	121.42	126.4	156.0	127.18
December.....	126.5	149.4	116.89	123.3	150.2	122.47
1970—January.....	124.4	157.3	123.08	122.5	158.5	129.28
February.....	124.3	158.7	124.14	122.6	159.6	130.17
March.....	124.2	158.2	123.79	122.6	159.5	130.08
April.....	124.5	160.4	125.53	122.3	161.2	131.43
May.....	126.7	161.0	126.07	122.8	162.3	132.39
June.....	129.6	162.5	127.17	125.5	163.3	133.42
July.....	128.6	162.3	127.02	122.1	161.7	131.83
August.....	130.9	163.7	128.11	126.4	163.2	133.05
September*.....	129.6	164.8	128.94	123.7	164.3	133.95
October†.....	128.6	166.4	130.23	122.3	166.6	135.85

* Revised. † Preliminary.

† Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service)

Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	October 1970	September 1970	October 1969	October 1970	September 1970	October 1969
	(1961 = 100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	123.8	124.9	123.9	108.92	108.36	99.17
Newfoundland.....	131.0	131.3	129.0	120.69	120.45	108.12
Prince Edward Island.....	148.0	152.6	145.2	82.60	82.57	79.38
Nova Scotia.....	117.8	118.0	119.8	107.06	107.65	96.61
New Brunswick.....	124.0	126.5	123.5	105.79	103.82	98.20
Québec.....	121.2	122.5	123.8	126.00	123.95	118.50
Ontario.....	131.8	132.7	132.8	134.73	133.90	124.42
Prairie Region.....	127.7	129.0	130.0	125.19	124.83	114.38
Manitoba.....	119.2	120.4	122.3	118.01	117.87	109.10
Saskatchewan.....	115.9	116.5	119.7	117.67	116.80	109.26
Alberta.....	139.6	141.3	140.7	132.62	132.54	120.07
British Columbia.....	142.8	142.8	142.2	142.69	140.02	133.17
CANADA.....	128.6	129.6	130.0	130.23	128.94	120.71
URBAN AREAS						
St. John's.....	139.0	139.7	139.9	103.05	102.36	94.34
Halifax.....	120.0	120.5	125.0	109.15	108.44	99.24
Sydney.....	92.7	93.5	92.8	114.93	114.47	102.87
Moncton.....	143.0	144.0	137.1	101.32	100.36	95.74
Saint John.....	115.0	115.5	115.1	110.15	110.00	99.84
Chicoutimi.....	116.0	116.7	115.2	145.92	142.36	135.85
Montreal.....	122.2	122.9	125.3	128.61	127.59	119.06
Québec.....	128.5	127.8	122.0	113.94	113.11	104.70
Shawinigan.....	90.5	94.2	94.1	130.73	127.50	120.13
Sherbrooke.....	112.7	111.3	119.8	110.72	110.36	101.02
Trois-Rivières.....	114.7	113.6	119.1	121.00	117.25	113.99
Ottawa-Hull.....	142.9	142.8	142.4	122.53	121.62	113.25
Belleville.....	129.6	131.1	129.5	114.73	113.94	107.05
Brampton.....	298.1	299.7	278.9	131.15	132.18	121.27
Brantford.....	126.5	128.1	139.5	118.44	116.92	110.78
Thunder Bay.....	129.1	129.4	125.8	128.71	126.48	119.79
Guelph.....	139.4	141.4	143.2	124.77	124.38	115.36
Hamilton.....	124.9	126.6	123.7	140.90	138.36	126.58
Kingston.....	123.6	124.4	128.4	122.04	122.20	116.99
Kitchener.....	153.9	154.4	160.4	119.46	119.47	111.19
London.....	123.7	124.3	128.9	124.10	124.03	115.57
Niagara Falls.....	123.9	135.1	120.3	124.98	120.01	112.14
Oshawa.....	85.3	89.5	147.3	141.31	140.74	138.67
Peterborough.....	142.6	142.2	148.6	135.26	134.30	126.01
Sarnia.....	132.1	133.4	145.5	164.73	165.72	156.35
Sault Ste. Marie.....	126.6	128.9	65.9	152.44	152.98	127.70
Sudbury.....	134.3	132.3	55.9	162.43	158.84	131.10
St. Catharines.....	115.4	119.2	145.6	136.09	134.88	134.21
Timmins.....	72.0	72.3	72.2	118.39	120.67	110.39
Toronto.....	136.3	136.1	138.3	137.16	136.81	126.86
Welland.....	116.8	116.7	102.3	152.78	153.59	140.74
Windsor.....	148.9	152.0	160.5	155.59	154.09	142.09
Winnipeg.....	122.7	123.2	126.3	110.59	111.18	102.22
Regina.....	121.9	121.3	125.2	112.96	112.62	105.19
Saskatoon.....	135.4	135.2	142.5	111.61	112.73	103.23
Calgary.....	148.4	148.6	151.9	130.47	130.68	120.03
Edmonton.....	145.8	147.0	150.4	125.68	126.11	114.26
Vancouver.....	142.6	142.9	142.7	137.13	136.12	127.66
Victoria.....	129.2	131.6	137.9	117.20	119.51	112.72

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

		Forestry	Mines, Quarries and Oil Wells	Manufacturing		Con- struc- tion	Trans- porta- tion, Commu- nication and Other Utilities	Trade	Fi- nance, Insur- ance and Real Estate	Community, Business and Personal Services		Public Admin- istration and De- fence††	To Spe- cial Indus- try
				Non- du- rables	Du- rables					Non- com- mercial Sector‡	Com- mercial Sector**		
(in thousands)													
Canada													
October 1970*	—	130.3	870.5	774.5	374.6	—	1,091.1	306.0	1,193.3	719.9	454.3	6,631.1	
September 1970*	62.0	130.0	872.3	786.6	366.0	672.8	1,097.9	305.6	1,194.7	718.5	452.2	6,644.3	
October 1969†	77.5	113.6	892.8	829.4	428.3	672.5	1,104.9	302.8	1,116.4	714.4	427.1	6,681.9	
NEWFOUNDLAND													
September 1970*	2.8	6.2	10.7	2.1	9.6	15.5	18.8	2.2	22.4	9.5	8.9	108.2	
August 1970*	3.1	6.1	11.8	2.1	9.6	15.8	18.3	2.3	19.9	9.6	9.3	107.8	
September 1969†	2.8	5.7	11.5	1.9	10.9	14.9	16.9	2.2	22.0	9.2	8.4	106.5	
PRINCE EDWARD ISLAND													
September 1970*	0.1	—	2.6	0.4	2.9	3.5	4.7	0.6	6.2	2.3	2.7	25.5	
August 1970*	0.1	—	2.9	0.4	1.9	3.3	4.4	0.6	5.3	2.4	2.9	24.8	
September 1969†	0.1	—	2.7	0.5	2.2	3.3	4.9	0.6	6.3	2.5	2.3	25.2	
NOVA SCOTIA													
September 1970*	2.5	5.6	18.4	14.1	16.3	21.3	35.0	7.5	44.8	18.9	22.3	206.3	
August 1970*	2.8	5.5	19.2	14.7	14.9	21.4	35.5	7.5	43.0	19.7	23.4	207.8	
September 1969†	2.6	5.7	19.4	15.3	16.6	21.4	34.6	7.1	42.6	17.2	21.4	203.5	
NEW BRUNSWICK													
September 1970*	7.1	2.5	19.5	10.4	11.5	24.3	28.6	4.7	33.2	13.2	12.8	167.1	
August 1970*	7.3	2.9	20.6	10.5	11.5	23.7	28.3	4.7	29.6	13.8	13.6	166.8	
September 1969†	8.0	2.6	19.6	11.1	13.9	21.6	26.3	4.8	31.4	11.0	13.9	164.5	
QUEBEC													
September 1970*	25.1	25.9	333.6	201.2	96.2	186.4	273.6	85.9	332.9	184.4	109.9	1,855.5	
August 1970*	26.6	27.2	337.9	203.8	94.4	183.4	268.5	87.4	272.6	192.2	113.5	1,807.8	
September 1969†	26.5	26.5	337.2	204.8	96.4	188.5	271.4	84.1	310.0	181.2	94.3	1,821.2	
ONTARIO													
September 1970*	11.1	36.6	386.5	440.2	165.3	227.0	439.6	131.0	436.8	299.4	183.6	2,757.3	
August 1970*	12.1	38.2	387.7	457.1	169.2	224.2	431.3	135.7	391.4	309.2	187.8	2,743.3	
September 1969†	12.0	23.7	388.8	450.8	167.2	223.4	432.3	131.6	402.5	290.6	174.7	2,697.7	
MANITOBA													
September 1970*	0.8	8.0	28.7	21.1	18.6	47.4	59.1	13.6	54.6	35.4	21.3	308.2	
August 1970*	0.7	8.3	28.3	21.5	20.2	47.7	57.6	13.9	50.9	35.3	22.1	306.8	
September 1969†	1.0	7.7	29.0	23.5	19.2	47.5	60.6	13.6	51.7	34.9	20.7	309.9	
SASKATCHEWAN													
September 1970*	0.7	5.4	10.4	5.4	13.1	27.0	37.2	7.8	46.7	19.5	19.8	193.5	
August 1970*	0.8	5.8	10.3	5.6	13.6	26.2	38.3	7.9	44.2	20.1	20.2	193.8	
September 1969†	0.5	5.8	10.2	5.5	14.7	27.5	39.5	8.2	47.1	21.6	20.4	201.5	
ALBERTA													
September 1970*	1.8	24.8	28.3	25.8	42.0	54.8	86.0	19.8	96.7	61.5	37.2	478.1	
August 1970*	1.9	24.8	28.7	26.9	42.8	55.6	86.3	19.8	92.5	62.6	37.7	479.8	
September 1969†	2.0	22.0	28.2	27.2	43.2	54.7	87.8	19.2	91.3	62.1	34.1	472.5	
BRITISH COLUMBIA													
September 1970*	22.1	12.2	56.5	74.8	37.8	85.1	116.3	32.0	104.8	88.2	41.7	671.5	
August 1970*	22.0	12.9	54.7	75.4	37.3	86.6	116.0	33.1	82.4	92.0	42.4	654.7	
September 1969†	24.8	11.4	55.2	79.8	46.8	80.7	117.7	29.9	103.6	87.7	40.8	678.8	

* Preliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organizations and private households.

** Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services. †† Excludes non-civilian employees.

Basis: 1960 Standard Industrial Classification.

Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	October 1970	September 1970	October 1969	October 1970	September 1970	October 1969
	(1961 = 100)			\$	\$	\$
MINING, INCLUDING MILLING.....	115.3	117.2	101.4	168.82	166.31	153.14
Metals.....	106.4	107.5	85.0	168.81	166.21	151.99
Mineral fuels.....	109.4	110.6	99.7	181.26	178.18	164.32
Non-metals except fuels.....	135.1	136.3	132.9	150.29	147.06	146.76
Quarries and sand pits.....	107.2	112.0	130.5	149.31	146.08	135.50
Services incidental to mining.....	167.0	175.6	161.4	174.92	174.46	154.98
MANUFACTURING.....	122.3	123.7	126.7	135.85	133.95	125.93
Durable goods.....	130.2	131.3	137.7	147.04	145.19	135.67
Non-durable goods.....	115.8	117.6	117.6	125.65	123.78	116.70
Food and beverages.....	112.4	118.1	112.7	118.94	117.33	109.53
Foods.....	112.6	118.8	112.5	114.58	113.15	105.62
Beverages.....	111.2	113.8	114.0	146.83	144.95	133.91
Tobacco processing and products.....	88.6	86.8	87.7	149.62	151.02	140.72
Rubber products.....	111.8	112.2	121.7	141.84	141.92	135.62
Leather products.....	91.6	91.6	95.4	88.32	88.30	81.56
Textile products.....	111.1	111.0	119.8	111.16	110.79	105.03
Knitting mills.....	112.4	111.4	118.7	87.27	85.96	80.27
Clothing.....	109.9	111.0	111.1	83.32	82.25	78.07
Wood products.....	111.0	111.5	112.0	123.53	118.77	113.78
Furniture and fixtures.....	129.1	130.2	140.4	112.80	110.93	105.42
Paper and allied industries.....	122.7	122.9	123.6	157.42	152.91	146.64
Printing, publishing and allied industries.....	117.5	117.5	117.1	140.00	139.57	131.41
Primary metal industries.....	129.9	129.4	112.3	165.49	161.91	150.36
Metal fabricating industries.....	134.7	136.4	139.3	145.96	145.33	132.25
Machinery, except electrical.....	146.0	144.1	155.3	156.24	154.64	143.71
Transportation equipment.....	128.4	130.1	160.2	158.05	157.75	149.43
Electrical products.....	141.7	144.6	153.4	138.55	137.12	128.61
Non-metallic mineral products.....	116.4	118.2	124.8	147.56	146.92	135.55
Petroleum and coal products.....	105.1	106.7	103.4	195.15	194.39	181.85
Chemicals and chemical products.....	119.3	120.4	120.3	153.71	149.15	142.51
Miscellaneous manufacturing industries.....	156.5	156.4	158.8	115.48	114.85	106.38
CONSTRUCTION.....	126.5	127.8	133.3	178.26	178.42	158.78
Building.....	135.6	135.5	143.7	175.94	175.53	157.45
Engineering.....	110.8	114.4	115.5	183.16	184.30	161.63
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	114.5	115.8	112.7	145.86	143.91	136.61
Transportation.....	108.4	109.9	108.3	144.51	141.84	133.50
Storage.....	113.6	113.4	109.0	135.72	131.40	119.71
Communication.....	128.8	129.4	121.7	137.98	137.35	129.22
TRADE.....	141.1	139.5	141.0	101.18	101.26	95.01
Wholesale trade.....	133.9	133.8	133.3	129.05	127.96	120.12
Retail trade.....	145.0	142.6	145.3	87.07	87.53	82.37
FINANCE, INSURANCE AND REAL ESTATE.....	143.1	143.3	141.1	122.93	122.19	114.39
Financial institutions.....	147.1	147.2	146.2	121.27	120.38	112.44
Insurance and real estate.....	137.9	137.9	134.2	125.30	124.78	117.25
SERVICE.....	181.5	183.6	179.3	92.30	91.39	84.95
Recreational services.....	158.9	168.2	162.3	83.94	85.80	83.17
Business services.....	196.0	197.4	194.3	144.18	142.73	131.09
Personal services.....	165.9	169.7	165.3	68.55	67.27	62.92
Miscellaneous services.....	231.0	222.8	218.2	94.51	94.85	86.24
INDUSTRIAL COMPOSITE.....	128.6	129.6	130.0	130.23	128.94	120.71

* Latest figures subject to revision.

Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1970	Sept. 1970	Oct. 1969	Oct. 1970	Sept. 1970	Oct. 1969	Oct. 1970	Sept. 1970	Oct. 1969
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING.....	41.5	41.1	41.9	3.76	3.75	3.30	156.29	153.90	138.51
Metals.....	40.5	40.3	40.9	3.89	3.86	3.40	157.53	155.76	139.12
Mineral fuels.....	43.4	42.3	42.4	3.58	3.56	3.02	155.39	150.70	127.72
Non-metals, except fuels.....	41.8	40.9	44.0	3.45	3.42	3.20	144.47	139.61	140.59
Quarries and sand pits.....	47.9	45.8	46.8	3.07	2.98	2.84	147.00	136.52	132.84
Services incidental to mining.....	42.1	42.2	40.8	4.00	4.04	3.58	168.41	170.19	145.81
MANUFACTURING.....	40.1	40.1	40.4	3.06	3.02	2.84	122.91	121.16	114.87
Durable goods.....	40.8	40.7	41.0	3.31	3.28	3.06	134.84	133.37	125.31
Non-durable goods.....	39.5	39.5	39.8	2.83	2.78	2.63	111.73	109.80	104.53
Food and beverages.....	38.9	39.5	39.0	2.75	2.67	2.52	106.96	105.49	98.27
Foods.....	38.7	39.4	38.9	2.65	2.58	2.43	102.72	101.58	94.55
Beverages.....	40.3	40.2	40.5	3.46	3.40	3.15	139.34	136.53	127.67
Tobacco processing and products.....	36.9	37.2	38.2	3.71	3.76	3.42	136.91	139.95	130.55
Rubber products.....	42.0	42.6	42.4	3.19	3.17	3.06	134.08	135.09	129.63
Leather products.....	38.8	38.8	38.1	2.06	2.05	1.93	79.96	79.64	73.66
Textile products.....	41.1	40.7	41.1	2.35	2.35	2.27	96.38	95.62	93.30
Miscellaneous textiles.....	39.7	39.6	39.2	2.24	2.36	2.36	88.80	93.40	92.59
Knitting mills.....	41.7	41.1	40.9	1.85	1.84	1.74	77.34	75.48	71.18
Clothing.....	36.6	36.5	37.4	2.04	2.03	1.90	74.83	73.88	71.19
Wood products.....	39.2	39.3	39.3	2.97	2.86	2.75	116.21	112.22	108.08
Furniture and fixtures.....	42.1	41.5	42.4	2.45	2.43	2.30	103.29	100.63	97.80
Paper and allied industries.....	41.1	40.7	41.4	3.60	3.51	3.35	148.05	142.80	138.58
Pulp and paper mills.....	41.1	40.3	41.5	3.91	3.79	3.66	160.68	152.79	151.78
Printing, publishing and allied industries....	37.1	37.6	38.3	3.67	3.65	3.39	136.27	137.32	129.78
Primary metal industries.....	40.9	40.5	40.9	3.80	3.73	3.42	155.51	151.30	139.66
Iron and steel mills.....	40.5	39.7	40.2	4.01	3.97	3.63	162.37	157.79	146.08
Metal fabricating industries.....	41.3	41.3	40.8	3.35	3.35	3.05	138.34	138.31	124.56
Machinery, except electrical.....	40.5	41.2	41.3	3.48	3.47	3.23	140.87	143.10	133.47
Transportation equipment.....	41.1	41.1	41.3	3.50	3.49	3.36	143.87	143.39	138.66
Aircraft and parts.....	40.9	40.5	42.4	3.54	3.54	3.40	144.78	143.60	143.96
Motor vehicles.....	41.3	41.0	40.9	3.64	3.64	3.47	150.30	149.27	142.26
Assembling.....	42.2	41.9	41.4	4.05	4.06	3.75	171.14	169.91	155.19
Parts and accessories.....	40.9	40.7	40.7	3.48	3.47	3.30	142.58	141.34	134.51
Shipbuilding and repairing.....	39.5	41.1	39.8	3.55	3.58	3.35	140.31	147.20	133.20
Electrical products.....	39.8	39.6	40.5	2.95	2.96	2.76	117.57	117.11	111.81
Communications equipment.....	39.5	39.6	40.7	2.86	2.88	2.71	112.72	113.78	110.45
Non-metallic mineral products.....	43.0	42.9	43.0	3.26	3.26	3.02	140.26	140.11	129.76
Petroleum and coal products.....	41.9	42.1	40.9	4.27	4.30	3.88	179.02	181.10	158.48
Chemical and chemical products.....	41.0	39.0	41.1	3.30	3.29	3.05	135.19	128.24	125.40
Miscellaneous manufacturing industries....	40.4	40.9	40.7	2.43	2.41	2.27	98.31	98.48	92.15
CONSTRUCTION.....	40.9	41.6	40.9	4.35	4.29	3.86	178.11	178.43	157.94
Building.....	38.9	39.1	39.2	4.52	4.48	4.00	175.83	174.97	156.55
General contractors.....	39.0	39.5	39.3	4.32	4.30	3.90	168.62	169.59	153.46
Special trade contractors.....	38.9	38.8	39.1	4.67	4.61	4.07	181.28	179.00	158.97
Engineering.....	45.2	46.6	44.8	4.05	3.98	3.60	182.91	185.51	160.97
Highways, bridges and streets.....	45.6	47.5	45.6	3.39	3.34	3.08	154.53	158.85	140.48
Other engineering.....	44.7	45.6	43.9	4.76	4.69	4.16	212.72	213.83	182.27
OTHER INDUSTRIES									
Urban transit.....	42.2	42.3	42.3	3.77	3.71	3.51	159.25	156.91	148.79
Highway and bridge maintenance.....	38.1	38.3	37.0	2.72	2.64	2.54	103.48	101.25	94.04
Laundries, cleaners and pressers.....	36.6	37.2	37.6	1.78	1.75	1.67	65.29	65.07	62.82
Hotels, restaurants and taverns.....	31.7	31.9	31.8	1.81	1.78	1.66	57.35	56.62	52.81

Latest figures subject to revision.

Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		\$	\$		
Average					
1965.....	41.0	2.12	86.94	116.8	108.8
1966.....	40.8	2.25	91.65	123.1	110.5
1967.....	40.3	2.40	96.84	130.1	112.8
1968.....	40.3	2.58	104.00	139.7	116.2
1969.....	40.0	2.79	111.72	150.1	119.6
Last Pay Period in					
1969—October.....	40.4	2.84	114.87	154.3	121.1
November.....	40.4	2.88	116.18	156.1	122.0
December.....	37.2	2.92	108.68	146.0	113.9
1970—January.....	39.8	2.92	116.30	156.2	121.4
February.....	40.0	2.93	117.36	157.6	122.3
March.....	39.5	2.96	117.14	157.3	121.3
April.....	39.8	2.99	118.84	159.6	123.2
May.....	40.0	2.99	119.69	160.8	123.8
June.....	40.1	3.01	120.65	162.1	124.2
July.....	39.3	3.00	118.06	158.6	121.5
August.....	39.9	3.02	120.57	161.9	124.4
September*.....	40.1	3.02	121.16	162.7	124.9
October†.....	40.1	3.06	122.91	165.1	126.7

* Revised. † Preliminary.

Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS. Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Oct. 1970	Sept. 1970	Oct. 1969	Oct. 1970	Sept. 1970	Oct. 1969
				\$	\$	\$
Newfoundland.....	39.3	39.3	37.7	2.62	2.49	2.45
Nova Scotia.....	38.9	38.9	38.9	2.52	2.47	2.26
New Brunswick.....	39.9	40.8	39.2	2.51	2.48	2.38
Québec.....	41.0	40.8	41.5	2.72	2.70	2.54
Ontario.....	40.3	40.3	40.4	3.23	3.20	2.99
Manitoba.....	39.3	39.2	40.1	2.78	2.76	2.53
Saskatchewan.....	40.0	39.5	39.9	3.22	3.21	2.95
Alberta.....	39.1	39.2	39.8	3.25	3.25	3.00
British Columbia.....	37.1	36.6	37.1	3.81	3.70	3.56

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.

Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 149, February 1971 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1970—October.....	5,584,000	5,185,300	398,700
September....	5,609,000	5,217,900	391,100
August.....	5,667,000	5,258,300	408,700
July.....	5,617,000	5,177,600	439,400
June.....	5,672,000	5,230,100	441,900
May.....	5,607,000	5,101,600	505,400
April.....	5,719,000	5,028,300	690,700
March.....	5,718,000	5,012,900	705,100
February.....	5,707,000	5,012,600	694,400
January.....	5,676,000	5,016,500	659,500
1969—December....	5,638,000	5,101,300	536,700
November....	5,596,000	5,246,800	349,200
October.....	5,518,000	5,238,000	280,000

Table E-4—Benefit Payments, by Province, November 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland.....	26,605	904,18
Prince Edward Island.....	2,688	79,89
Nova Scotia.....	34,476	1,091,96
New Brunswick.....	30,672	955,96
Québec.....	321,685	11,066,61
Ontario.....	387,806	13,827,12
Manitoba.....	39,508	1,349,03
Saskatchewan.....	26,656	887,27
Alberta.....	59,910	2,105,95
British Columbia.....	143,784	5,314,72
Total, Canada, November 1970.....	1,073,790	37,582,73
Total, Canada, October 1970.....	1,165,813	40,365,37
Total, Canada, November 1969.....	830,657	27,554,61

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	November 1970			November 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	203,550	148,083	55,467	165,299	122,014	43,28
Newfoundland.....	8,012	6,423	1,589	7,478	5,948	1,53
Prince Edward Island.....	1,330	1,141	189	1,045	844	20
Nova Scotia.....	7,781	5,887	1,894	6,423	4,860	1,56
New Brunswick.....	8,570	6,927	1,643	6,969	5,489	1,48
Québec.....	59,127	43,794	15,333	52,363	38,826	13,53
Ontario.....	63,328	45,968	17,360	50,466	36,248	14,21
Manitoba.....	9,711	7,163	2,548	6,521	4,973	1,54
Saskatchewan.....	7,089	5,345	1,744	6,425	4,764	1,66
Alberta.....	13,798	9,436	4,362	7,691	5,692	1,99
British Columbia.....	24,804	15,999	8,805	19,918	14,370	5,54

* In addition, revised claims received numbered 49,370.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at November 30, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants Nov. 28, 1969
		1-4	5-13	14-26	27 or more*	
Canada	480,475	214,640	120,080	76,714	69,041	349,198
Male.....	305,524	155,124	73,036	40,855	36,509	222,341
Female.....	174,951	59,516	47,044	35,859	32,532	126,857
NEWFOUNDLAND	13,108	6,981	3,262	1,683	1,182	13,644
Male.....	10,434	6,012	2,387	1,141	894	11,166
Female.....	2,674	969	875	542	288	2,478
PRINCE EDWARD ISLAND	1,794	1,081	348	235	130	1,487
Male.....	1,198	806	203	119	70	1,039
Female.....	596	275	145	116	60	448
NOVA SCOTIA	17,024	7,994	3,898	2,839	2,293	15,144
Male.....	11,769	5,964	2,570	1,703	1,532	11,172
Female.....	5,255	2,030	1,328	1,136	761	3,972
NEW BRUNSWICK	16,624	8,611	3,808	2,428	1,777	14,330
Male.....	10,917	5,942	2,374	1,438	1,163	9,252
Female.....	5,707	2,669	1,434	990	614	5,078
QUÉBEC	147,232	64,204	39,538	25,587	17,903	117,874
Male.....	95,851	46,966	24,659	14,258	9,968	77,084
Female.....	51,381	17,238	14,879	11,329	7,935	40,790
ONTARIO	160,197	66,429	42,941	27,563	23,264	107,386
Male.....	91,314	43,855	23,924	12,680	10,855	61,795
Female.....	68,883	22,574	19,017	14,883	12,409	45,591
MANITOBA	18,676	9,131	4,468	2,184	2,893	12,572
Male.....	12,349	7,050	2,766	1,149	1,384	8,098
Female.....	6,327	2,081	1,702	1,035	1,509	4,474
SASKATCHEWAN	13,602	7,052	3,137	1,392	2,021	11,121
Male.....	9,547	5,834	1,977	707	1,029	7,880
Female.....	4,055	1,218	1,160	685	992	3,241
ALBERTA	28,322	13,944	6,419	3,460	4,499	14,229
Male.....	19,072	10,954	4,007	1,896	2,215	8,740
Female.....	9,250	2,990	2,412	1,564	2,284	5,489
BRITISH COLUMBIA	63,896	29,213	12,261	9,343	13,079	41,411
Male.....	43,073	21,741	8,169	5,764	7,399	26,115
Female.....	20,823	7,472	4,092	3,579	5,680	15,296

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)								
1965—Year.....	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.0
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year.....	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1969—December.....	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
1970—January.....	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.3
February.....	128.5	131.3	128.3	125.1	123.5	137.7	129.0	126.3
March.....	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.3
April.....	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.3
May.....	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.3
June.....	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.3
July.....	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.3
August.....	130.5	131.9	131.5	126.2	125.3	140.2	132.5	126.3
September.....	130.2	130.0	131.8	127.0	125.3	140.1	133.0	126.3
October.....	130.3	128.5	132.8	128.2	125.2	141.2	133.1	126.3
November.....	130.3	127.5	133.3	128.4	125.8	140.8	133.7	126.3
December.....	129.8	125.6	133.4	127.9	126.1	140.7	133.6	126.3
(1949 = 100)								
December.....	167.7*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—December, 1970

	All-Items									
	Dec. 70	Nov. 70	Dec. 69	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)										
St. John's, Nfld.....	120.1	121.0	120.5	114.8	116.1	130.5	116.9	134.8	116.3	143.0
Halifax.....	124.0	124.8	122.6	124.8	119.5	125.4	119.6	143.7	131.2	127.0
Saint John.....	122.6	123.9	122.0	123.4	116.4	129.3	121.2	135.6	131.0	126.0
Montreal.....	123.8	124.1	123.1	122.5	117.7	125.2	126.2	133.0	140.2	128.0
Ottawa.....	127.2	127.6	125.8	125.7	121.8	131.4	126.9	142.8	136.5	131.0
Toronto.....	126.1	127.3	126.6	122.1	121.5	130.6	131.4	140.6	129.0	130.0
Winnipeg.....	126.3	126.9	126.2	125.1	116.7	135.7	130.0	148.0	136.3	128.0
Saskatoon-Regina.....	121.6	121.8	121.6	125.8	114.4	128.6	117.9	128.3	130.4	122.0
Edmonton-Calgary.....	126.2	126.1	123.5	130.2	119.3	127.7	122.4	145.3	135.6	124.0
Vancouver.....	124.1	123.9	121.0	128.9	118.5	128.1	124.3	135.3	125.3	113.0

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices between cities.

— Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1966-1971

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1965	478	501	171,870	2,349,870	0.17
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
1968.....	559	582	223,562	5,082,730	0.32
1969.....	566	595	306,799	8,057,060	0.48
1970—January.....	17	57	8,428	102,840	0.08
February.....	34	70	13,551	120,990	0.09
March.....	31	68	16,619	166,060	0.12
April.....	52	97	50,469	633,900	0.44
May.....	54	101	88,938	1,263,830	0.93
June.....	23	94	72,736	1,112,920	0.73
July.....	52	119	98,037	1,153,680	0.75
August.....	38	111	70,835	675,320	0.46
September.....	26	73	45,437	637,850	0.45
October.....	21	77	44,111	780,070	0.54
November.....	29	72	39,678	724,190	0.51
December.....	8	54	34,445	432,830	0.29
1971—January.....	17	45	24,716	205,570	0.15

* Preliminary.

Table G-2—Strikes and Lockouts, by Industry, January 1971, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	—	—	—	—
Mines.....	1	1	550	1,650
Manufacturing.....	9	24	18,168	116,630
Construction.....	4	4	1,010	4,270
Transportation and utilities.....	1	4	2,516	50,360
Trade.....	1	7	2,150	30,910
Finance.....	—	—	—	—
Service.....	—	4	72	1,500
Public administration.....	1	1	250	250
All Industries.....	17	45	24,716	205,570

Table G-3—Strikes and Lockouts, by Jurisdiction, January 1971, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—	—
Prince Edward Island.....	—	—	—	—
Nova Scotia.....	4	4	510	870
New Brunswick.....	—	—	—	—
Québec.....	3	7	720	4,510
Ontario.....	8	19	19,949	149,990
Manitoba.....	—	1	750	3,750
Saskatchewan.....	—	—	—	—
Alberta.....	—	—	—	—
British Columbia.....	1	13	2,237	44,800
Federal.....	1	1	550	1,650
All Jurisdictions.....	17	45	24,716	205,570

Table G-4—Strikes and Lockouts Involving 100 or More Workers, January 1971, (Preliminary)

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved	January	Accu- mulated	Termination Date	Result
Mines						
METAL						
*Hudson Bay Mining and Smelting Company, Flin Flon, Man.	Various trades unions	550	1,650	1,650	Jan. 27 —	Vacations, holidays, welfare plan —
Manufacturing						
FURNITURE AND FIXTURES						
B. K. Johl Inc., Montreal, Qué.	Steelworkers (AFL-CIO/CLC)	220	220	220	Jan. 26 Jan. 27	Union recognition—Return of workers.
PRIMARY METALS						
Aluminum Co. of Canada Ltd., Richmond, B.C.	Steelworkers (AFL-CIO/CLC)	100	2,000	6,900	Oct. 23 —	Failure to negotiate a new agree- ment—
METAL FABRICATING						
Hawker Siddeley Canadian Bridge Div., Windsor, Ont.	Steelworkers Loc. 2471 (AFL-CIO/CLC)	500	10,000	16,500	Dec. 14 —	Wages, working conditions—
TRANSPORTATION EQUIPMENT						
Motor Coach Industries Ltd., Winnipeg, Man.	Machinists Loc. 1953 (AFL-CIO/CLC)	750	3,750	36,750	Oct. 30 Jan. 11	Breakdown of negotiations — 14.2% wage increase first year re- troactive to Oct. 1, 1970, 14.2% the second year, 14% the third year; overtime pay after 8-hr. day improved fringe benefits.
Ford Motor Co. of Canada Ltd., Various locations, Ont.	Auto Workers various locals (CLC)	14,270	76,530	76,530	Jan. 19 Jan. 27	Wages, other benefits—Wage in- creases, other improved benefits.
Canadian Acme Screw and Gear, Toronto, Ont.	Auto Workers Loc. 984 (CLC)	875	3,500	3,500	Jan. 20 Jan. 26	Wages—Return of workers.
ELECTRICAL PRODUCTS						
Electric Storage Battery, Mississauga, Ont.	I.U.E. Loc. 512 (AFL-CIO/CLC)	180	3,060	15,120	Sept. 28 Jan. 27	Not reported—Return of workers settlement terms not reported.
CHEMICAL PRODUCTS						
Union Carbide Canada Ltd., Beauharnois, Qué.	Steelworkers Loc. 5987 (AFL-CIO/CLC)	250	1,750	1,750	Jan. 13 Jan. 21	Wages, other benefits—32¢ an hr. increase on signing of contract 22¢ Oct. 8, 1971; other improve- ments.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, January 1971, (Preliminary) (Cont.)

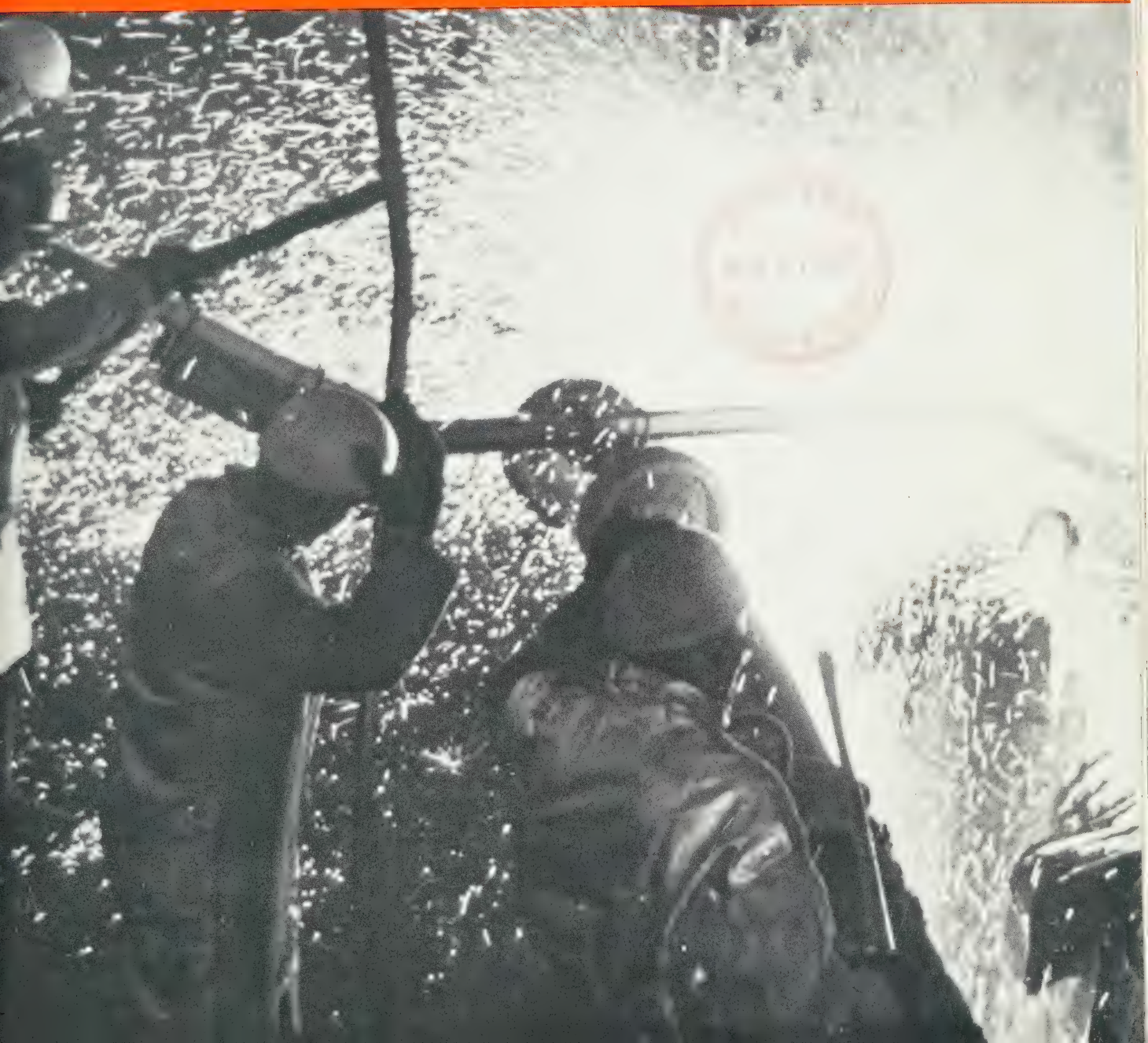
Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				January	Accu- mulated	Termination Date	
Location							
Result							
<hr/>							
MISCELLANEOUS MANUFACTURING							
	Johnson Matthey & Mallory, Etobicoke, Ont.	CLC-directly chartered	300	6,000	15,900	Nov. 16 —	Plant closure clause—
	Casavant Frères Ltée, St-Hyacinthe, Qué.	Building and Woodworkers' Federation (CNTU)	200	1,500	1,500	Jan. 12 Jan. 25	Wages, security of employment—30¢ an hr. increase spread over 2 years; other improved benefits.
<hr/>							
Construction							
	Lummus Company of Canada Ltd., Douglas Point, Ont.	Plumbers Loc. 527 (AFL-CIO/CLC)	750	3,650	3,650	Jan. 12 —	Dispute over subsistence pay—
	Fenco-Engineering, Bridgewater, N.S.	Various trades unions	200	200	200	Jan. 29 —	Alleged grievance over sanitation facilities—
<hr/>							
Transportation and utilities							
TRANSPORTATION							
	W. J. Mowat Ltd., Toronto, London and Hamilton, Ont.	Specialized Parcel Delivery & Handlers Union	148	2,960	7,850	Nov. 16 —	Dismissal of an employee—
	B.C. Hydro & Power Authority, Greater Vancouver and Victoria, B.C.	Transit Union Div. 101-104 (AFL-CIO/CLC)	1,800	36,000	36,000	Jan. 4 —	Failure to negotiate a new contract—
<hr/>							
POWER, GAS AND WATER							
	Consumers Gas Co. Ltd., Various locations, Ont.	Chemical Workers Loc. 161 (AFL-CIO/CLC)	560	11,200	29,680	Nov. 16 —	Wages, fringe benefits—
<hr/>							
Trade							
	The Great Atlantic & Pacific Tea Company, Province-wide, Ont.	Food Workers various locals (AFL-CIO/CLC)	2,000	28,000	28,000	Jan. 14 Jan. 30	Wages, fringe benefits—Wage increase \$19.50 per wk. retroactive to Dec. 14, 1970, a further \$15.00 per wk. June 1, 1971; improved fringe benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, January 1971, (Preliminary)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
Location				January	Accu- mulated	Termination Date	
Public Administration							
LOCAL ADMINISTRATION							
City of Halifax, Halifax, N.S.	Public Employees Loc. 108 (CLC)	250	250	250	Jan. 15 Jan. 16	Alleged delaying contract n tiations—Return of workers.	

*Federal jurisdiction.

The Labour Gazette



"Industry exists for the sake of humanity, not humanity for the sake of industry," said W. L. Mackenzie King in 1919. Putting these sentiments into practice is the point of industrial democracy—giving the worker a share in the decision making, the pride, the profits and losses of his employer, and the responsibility for his work and his place of work. See: "Partnership with Management: Absurdity or Necessity?" by K. R. Robinson, p. 299.





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News briefs

■ **Labour Minister Bryce Mackasey introduced new legislation for a revamped Unemployment Insurance plan in the House of Commons on March 10. The Bill represents the first major overhaul of the Act since its inception 30 years ago (LG 1940, p. 791). The major innovation is the flexibility of the benefit period. For example, an individual with as few as eight contribution weeks to his credit can be eligible for as many as 44 or as few as 18 weeks of benefit.**

The Minister pointed out that the Bill incorporates all the major proposals contained in the White Paper published in June 1970 (LG, Sept. 1970, p. 627), and that all the suggestions of the House Committee on Labour, Manpower and Immigration have been accepted by the Government.

The main recommendations of the Committee resulted in the Government's agreeing to the merit-rating of employers' contributions industry by industry. (The alternative proposal was that each industry be rated against all of industry across the country, and that a minimum benefit of \$20 weekly be established.) Claimants with dependants earning \$50 or less a week will receive 75 per cent of their income throughout the benefit period. The Minister confirmed that the sickness feature will be compatible with existing wage-loss plans. He indicated that employers having plans as good as or better than those proposed in the White Paper will receive a refund of the sickness portion of the premium.

The proposals call for the plan to be financed by employer-employee premiums, and for the federal Government to step in and assume a major share of the cost when unemployment reaches a level of 4 per cent. The Government will contribute also when regional unemployment exceeds the 4 per cent figure and reaches a level 1 per cent higher than the national average. The duration of benefit payments will extend along with the difference between the national and regional rates.

The most important feature of the new Unemployment Insurance plan, Mr. Mackasey said, is the development of the Claimant Assistance Program. Claimants will be required to attend a series of at least two interviews designed to help them become re-absorbed into the labour force more swiftly than at present. Because of the massive administrative changes required in Unemployment Insurance Commission offices throughout the country, the new rates of payment and contribution will be phased into operation in several stages between 27 June 1971 and January 1972.

Mr. Mackasey noted that, with the introduction of the new plan, premium rates paid by employees will be lowered by 1 January 1972. In addition, a large number of employers will find their premium rates reduced. The Minister stressed also the fact that extensive consultation with the provinces, particularly Québec, have resulted in significant improvements in the plan.

■ **Bernard Shane, 80-year-old Vice-President and Canadian Director of the International Ladies' Garment Workers' Union has retired.** Mr. Shane came to Canada in 1929 as an ILGWU organizer and had been headquartered in Montreal since 1934 (LG, Feb., p. 79). Mr. Shane's successor is Si Bresner, former assistant general manager of the ILGWU in Canada. The 58-year-old Mr. Bresner has plans to unionize more than 15,000 unorganized garment workers in Québec, and he wants better import control laws and more jobs created for the industry.

■ **The fifth congress of the International Ergonomics Association is being held 4-8 June 1973 in Amsterdam.** The last congress was held in Strasbourg, France, in July 1970. More information is available from the Congress Secretariat, Organisatie Bureau Amsterdam NV Postbus 7205, Amsterdam, The Netherlands.

Control by international unions of their Canadian branches ranges from minimal to strong, says the seventh annual report (1968) on labour unions under the Corporations and Labour Unions Returns Act. But between the two extremes, there "is a broad continuum of differing degrees of local autonomy." Autonomy is greatest in "such organizations as the Steelworkers, Auto Workers, Packinghouse Workers, Woodworkers, Communications Workers, Longshoremen and Warehousemen, and the Electrical, Radio and Machine Workers."

And in some of these unions, notably the International Woodworkers of America and the Canadian Food and Allied Workers (Packinghouse Workers), the size of the Canadian membership has been sufficiently large, relative to the total membership, to give them a significant voice in the formulation of policy for the international union as a whole. Canadian percentages are: 45 per cent for the Woodworkers and 29 per cent for the Packinghouse Workers.

Total membership of reporting organizations was 1,464,432, an increase of 4.4 per cent over 1967. Of this total, 1,353,290 or 63 per cent were in 94 international unions; 575,007 or 26.8 per cent were in 54 national unions; and unions in federal or provincial government service had 218,135 members or 10.2 per cent of total union membership. During the 1967-68 period, women's representatives in the organizations covered by the act rose by 31,362 to 438,543 or 20.4 per cent of all union members in Canada. And the 2,146,432 union members represented about 33 per cent of all wage and salary earners in major industry groups in 1968.

Total assets for all reporting organizations amounted to \$96,955,000, distributed as follows: \$85,165,000 in Canada for internationals; \$15,319,000 for national unions and \$6,154,000 for government employees' organizations.

Total dues and assessments levied by international unions in Canada amounted to \$41,792,000, an increase of \$6,374,000 over 1967. And total expenditures required to be reported amounted to \$29,544,000 in Canada. Total income from dues and assessments reported by other groups was: national unions, \$20,010,000 and government employees' organizations, \$6,397,000. Total expenditures required to be reported were: national unions, \$8,509,000; and government employees' organizations, \$2,706,000. Reported expenditures include payments to officers and employees in Canada, strike benefits paid to members and locals in Canada, and pension and welfare benefits paid by the union to beneficiaries in Canada.

■ Federal Government departments and agencies hired 23,466 students during the summer of 1970, more than double the number hired the previous year, reports the Department of Manpower and Immigration.

A survey by the Department shows that the 23,466 students hired—an increase of 106 per cent over 1969—earned a total of \$22,018,000. Average monthly salaries increased to \$403 in 1970 from \$379 in 1969, although average total earnings fell slightly to \$938 from \$979 as a result of a small reduction in the average working period. About 76 per cent of the students hired were either returning to or enrolling in post-secondary education.

In addition to those employed by federal departments and agencies, an additional 13,800 students found opportunities in special educational and travel programs supported by federal funds. These included increased militia and cadet training, an extension of student travel and language training programs organized by the Department of the Secretary of State, establishment of drop-in centres in major cities, employment of students as supervisors in YMCA day camps, and educational projects operated by the Canadian Red Cross.



■ **Employees at Hiram Walker and Sons Ltd., Walkerville, Ont., have won a 30-and-out pension formula—a first in the distilling industry—in their new three-year contract.** Under the formula, an employee at age 58 with 30 years of service will receive a pension of \$450 a month. An employee may retire before 58, but there will be a penalty of 8 per cent a year for early retirement.

New base wage rates for men in 1971 will be \$4.11 rising to \$4.23 in 1972 and \$4.36 in 1973. In addition, when the company's plant closes for 10 days during the Christmas season, employees will be paid for five of those 10 days. They have retained their cost of living allowance, but it will now be based on the 1961 price index. This means that they will receive one cent an hour for every 0.4 rise in the cost of living index. The employees are represented by Local 61, Distillery, Rectifying, Wine and Allied Workers' International Union of America.

■ **President Nixon has suspended provisions of the 1931 Davis-Bacon Act which stipulate that wages in U.S. federal construction contracts should be on the level of local prevailing wages in the private sector of the economy.** Mr. Nixon said, "In my judgment, the operation of this law at a time when construction wages and prices are skyrocketing only gives federal endorsement and encouragement to severe inflationary pressures." His proclamation said also that settlements in the construction industry are "excessive and show no signs of decelerating," and that these settlements have affected bargaining in other industries, "thus contributing to inflation in the overall economy."

■ **The Industrial Relations Centre at Queen's University is holding two seminars this spring.** The annual industrial relations seminar will run from May 10 to 14. The all-inclusive fee is \$395. The emphasis in the seminar will be on labour relations and collective bargaining. The annual white-collar personnel-management seminar will be held June 7-11 and the fee is \$395.00. The purpose of the seminar is to promote more effective ways of managing, utilizing and motivating the rapidly growing number of white-collar employees. More information on the seminars is available from the Industrial Relations Centre, Queen's University, Kingston, Ont.

■ **Canada's gross national product rose by 7.5 per cent in 1970 to reach \$84.5 billion, says the Dominion Bureau of Statistics.** Rising prices having been allowed for, the physical volume of production rose by 3.3 per cent. This compares with actual increases of 3.5 per cent in 1969 and of about 5 per cent in 1968 and 1969. DBS notes that activity quickened in the fourth quarter of 1970 in spite of the major strikes in the automobile industry through most of the fourth quarter. The 1970 development that spurred the economy was the spectacular growth of exports—up 13.5 per cent for the year—while imports increased by only 2 per cent.

DBS reported that wages, salaries and supplemental income rose by 8.9 per cent. Although this increase was smaller than in recent years—usually 10 per cent—it was well ahead of the 7.5 per cent increase in the GNP. Higher average earnings accounted for most of the increase in labour income. At the same time, preliminary estimates show that corporation profits declined 6.2 per cent, and farm income fell by about 20 per cent.

■ **The three-day workweek has come to employees of Imperial Oil's Winnipeg refinery. The three-day, 12-hour shift schedule came into effect in January for an eight-month trial period.** In August, employees will vote on whether to keep the system. The 12-hour shift now in effect results in an average workweek of 38.8 hours over a one-year period. Employees work 36 hours during 4 weeks and 48 hours in the other 12 weeks. For example, process unit personnel work three shifts of 12 hours each, have four days off, work three shifts, then have three days off. This cycle keeps repeating itself. Employee Relations Manager R.E. Allen reports that employees so far seem happy with the system.

■ **William Keough, Newfoundland Labour Minister, died in March, at the age of 57.** Mr. Keough had been a member of the provincial legislature and of Premier Joseph Smallwood's Cabinet since 1949. He took over the Labour portfolio in 1967. A native of St. John's, he was Minister of Natural Resources in 1949, Minister of Fisheries and Co-operatives from 1949 to 1956, and Minister of Mines, Agriculture and Resources from 1956 until 1967. Mr. Keough and Premier Smallwood were the only members of the present Legislature who were delegates to the 1946-47 convention to decide on the future of Newfoundland.

50 years ago

Ottawa firemen were making a maximum salary of \$1,500 a year and were pushing for \$1,800 to meet the high cost of living; a CPR telegraph operator discovered the perils of "moonlighting"; unemployed miners in Oklahoma were encouraged to work on roads for their unemployment insurance; the Ontario Motor League was offering prize money to students; and a study of child workers in industry was carried out by the U.S. Children's Bureau. These were some of the topics discussed in The Labour Gazette of 50 years ago.

Ottawa firemen were feeling the pinch from the high cost of living in May 1921 and in a special report submitted to the city, they requested that: they be advanced \$300 over their wage rate; the maximum rate of pay be reached in two years instead of three; two extra district chiefs be appointed; and the city take over the expense of their home telephones. The men claimed that firefighters in other cities received more pay, and that Ottawa city police were paid at a higher rate than city firefighters.

The board appointed to investigate the dispute noted that in 1917 the men were paid \$990 a year, in 1918, \$1,100, in 1919, \$1,200, and in 1920 \$1,500. The cost of living was cited for the proportionately large increase in 1920 over that of previous years.

The city maintained that local conditions determined the rates of pay in different cities, that the salary paid to policemen had no more bearing on that of the firefighters than on any other class of civic employee, and that the cost of living had decreased and was steadily decreasing.

The request to have the maximum rate of pay reached in two years was not pressed very seriously, because senior brigade members believed that, with rare exceptions, men could not qualify as efficient firefighters in two years. In 1921, salaries for new men began at \$1,200, rising yearly by \$100 until the maximum of \$1,500 was reached.

To the request that two extra district chiefs be appointed to allow the two current district chiefs the benefit of the two-platoon system, the city suggested that the two current district chiefs be made deputy chiefs to cover the entire city as the necessity arose. And as far as the telephones were concerned, the city said that the firefighters had offered to take over the expense at the time the telephones were installed.

After listening to both sides, the board came to the conclusion that they would not be justified in recommending an increase in wages at the time. They pointed out that the firemen had already had a substantial increase the year before, that 31 men had been added to the brigade so that each man could have one day off in every seven, that prices for commodities were decreasing, that many other workers had accepted salary cuts, and that the state of the economy was unsettled. But they strongly urged that two extra chiefs be appointed, and that the city take over the expense of the telephones because they were necessary to maintain "the present efficiency of the fire brigade."



A CPR telegraph operator had his own way of beating the cost of living, but his CPR bosses took a dim view of it. The telegraph operator operated a taxicab on the side. He was warned several times by the chief despatcher to give up moonlighting, but he refused. When he failed to give "way freight" instructions that some passenger coaches be picked up by the passenger trains, thereby causing a fast freight to be held up while the switching was going on: and when, on another occasion, he caused a delay when a light engine was sent to pick up nine empty cars that were not lifted, management decided that his "sometime job" as telegraph operator should revert to a full-time job as a cab driver.

■ Mining companies and miners in a zinc and lead district in Oklahoma paid equal amounts into a fund spent on productive local work carried out by the unemployed. In just three weeks the association raised \$2,700—\$1,000 from the mining companies, and the balance from employed miners at 25 cents each a week. Unemployed miners were given work on the local roads at \$2 a day.

■ The Ontario Motor League offered 140 cash prize ranging from \$1 to \$10, totalling \$200, to Ontario school children of 12 years and under and 13 years and over for compositions, in prose or verse, on "How Children May Help to Avoid Accidents." Prose was confined to 140 words, and poetry to 16 lines.

■ Employment of children was the subject of a major study from the United States Children's Bureau. Statistics were compiled on child workers in industry from the period 1913 to 1920.

According to statistics from manufacturing establishments in 1914, the number of employed children under 16 years of age had been diminishing during the year before 1914, because of the extension of child labour legislation. By the end of 1915, however, with the increasing foreign orders for war goods, there was an unprecedented rise in the number of children entering the labour force. In some places the increases ranged from 90 to 145 per cent. One town, Lowell, Massachusetts, showed an increase of 400 per cent, because of the concentration of large foundries and machine shop manufacturing munitions.

These percentages, however, accounted only for child workers who were legally employed. Despite changes in child labour and school attendance laws, prewar standards were actually relaxed in certain places. In Philadelphia, for instance, violations of the law were four times as great in 1917 as in 1916. In an inspection of 63 shipyards where steel ships were being built, the Children's Bureau discovered that 60 per cent of the children who claimed to be 16 were actually only 14 or 15.

With the shutting down of war industries, the return of soldiers, and the uncertainty of the business outlook there were fewer job openings for children, and during 1919, there was a general decrease in the number of children receiving work certificates. In 1920 the number of children receiving certificates again increased "because of the high cost of living, and the lure of high wages."

In the late summer of 1920, however, a depression in industry and business caused a gradual decline in the prices of necessities, and the number of certificates issued to child workers reduced accordingly.

Partnership with management: absurdity or necessity?

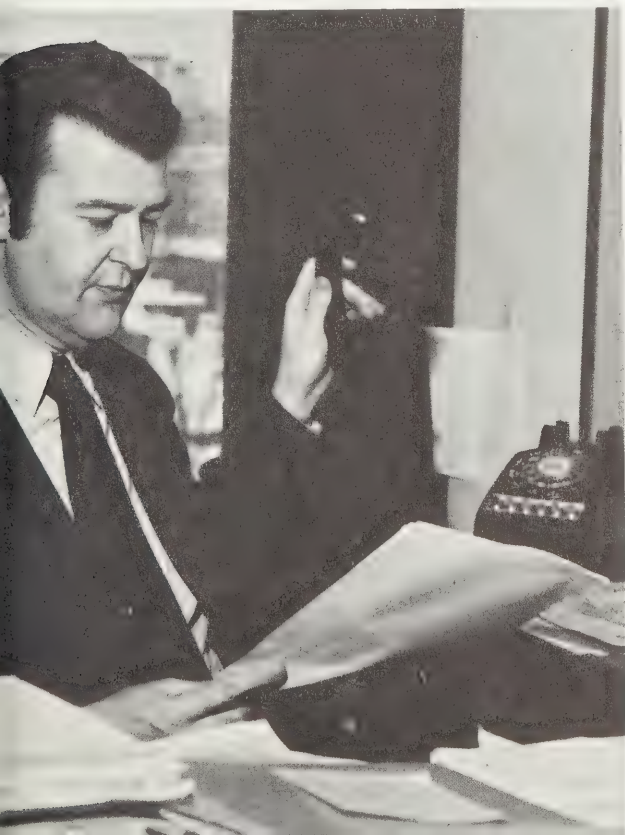
K.R. "Robbie" Robinson is Director of Public Relations for the Public Service Alliance of Canada, the union that represents 130,000 federal Government employees. Mr. Robinson was previously editor and public relations officer for the Union of National Defence Employees. From 1963 to 1967 he was research and communications assistant to the Hon. Paul Hellyer, the then Minister of National Defence. Before that appointment, he served with the Royal Canadian Air Force primarily in public relations and information. Robinson is a member of the Canadian Public Relations Society, the National Press Club of Canada, the Aviation Space Writers Association, the Canadian Labour Congress Public Relations Advisory Committee, and the International Labour Press Association.

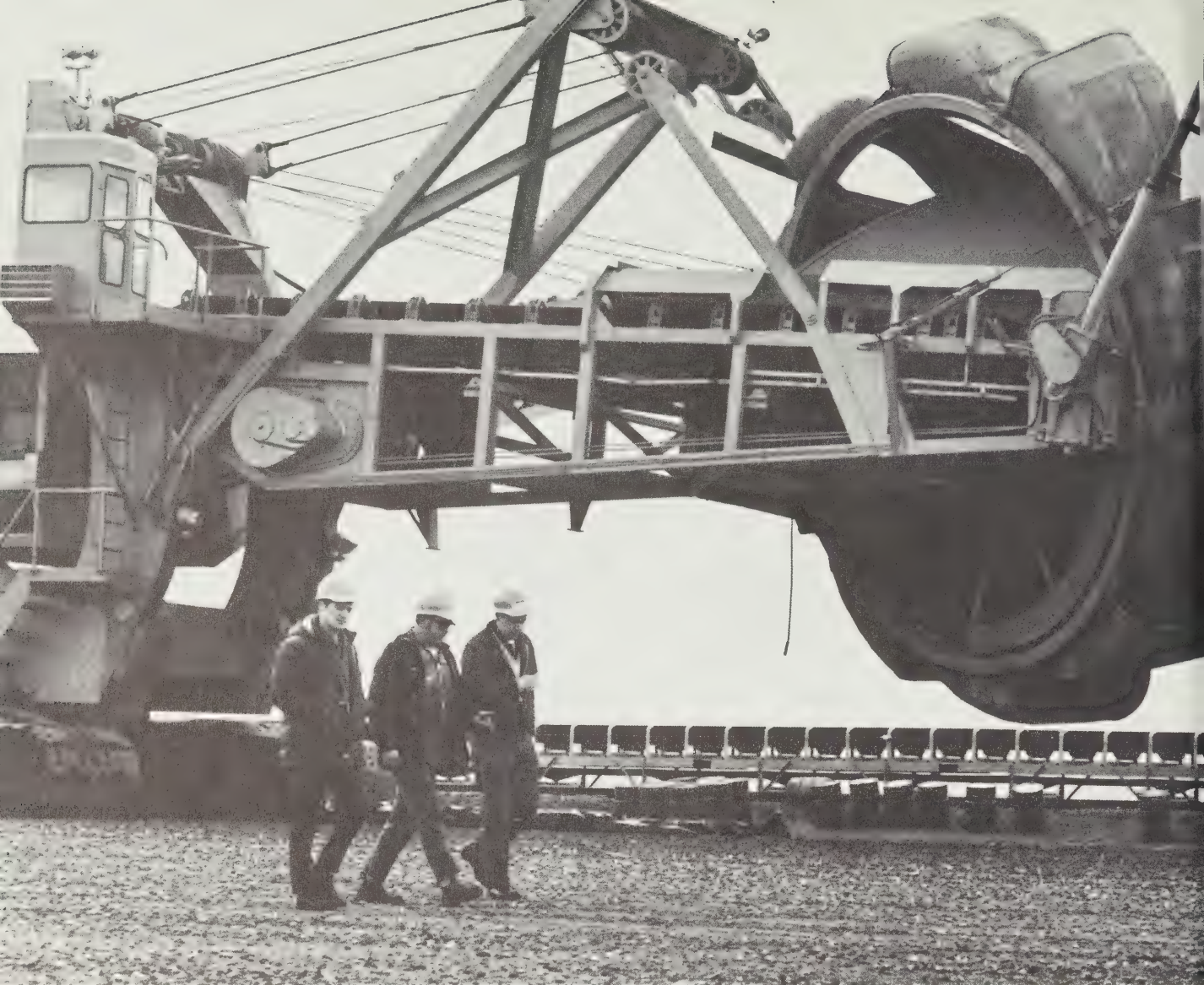
by K. R. Robinson

Ever since that first man hired other men to draw his water and hew his wood, the question of how much reward a worker is entitled to in return for his labour has always provided fuel for the fire of dissent. The problem of arriving at a formula whereby the employee and the employer are both happy with the return of their respective investments is not a new one by any means.

Long before labour unions were a viable reality, the age of industrialization began to sweep the Western world, and the question of labour's reward was brought sharply into focus as men, women and sometimes children came from farms and homes to the factories and mines, lured by the promise of hard cash. The first machine age demanded that the workforce perform its tasks in uncomfortable surroundings—and in many cases, amid filth and noise that shortened the lives of many.

History has already amply recorded the fact that the "first industrial age" brought about the rise of national labour unions in the mid-1800s. Formed first to provide





worker self-protection and social reform, these unions eventually developed into the collective voice of labour in negotiations with the employer for wages and conditions of work.

The fight for the right to bargain collectively with the employer had many champions in the early years, and much was said on the subject by politicians in Canada and the United States during the early 1900s. Some saw the inevitability of progress and jumped on the bandwagon as an insurance for future votes. The term “Industrial Democracy” gained its first popularity in North

America during this period, when it was used primarily to describe the philosophy of a collective voice for the workforce, rather than as a term to describe a specific condition.

W. L. MacKenzie King, in his acceptance speech after winning the leadership of the Liberal party in August 1919 said, “**Industry exists for the sake of humanity, not humanity for the sake of industry.**” Noble sentiment indeed, and ones which the present administration might well recall—not because they were uttered by one of its early heroes in a moment of triumph, but because they have just as much meaning when applied to our

present "second industrial age," with its attendant worship of technological change, and its daily newspaper accounts of layoffs produced by an increasingly automated industrial base.

What of industrial democracy itself? Is it just a catchy academic phrase coined by some professor of industrial relations during a flight of oratorical fancy? Or is it merely a new way to describe collective bargaining? Is it something entirely separate and apart from the collective bargaining system that will ultimately be involved in settling that age-long question concerning what are management's residual rights?

U.S. Supreme Court Justice Louis D. Brandeis, an early champion of collective bargaining, did not seem to be as confused in 1913 as many are today over what industrial democracy is all about. An interview in **La Follette's Weekly** at that time quotes him as saying: "In my opinion, we are going through the following stages; we already have had industrial despotism. With the recognition of the unions, this is changing into a constitutional monarchy with well-defined limitations placed upon the employer's formerly autocratic power. **Next comes profit sharing. This, however, is to be only a transitional, halfway stage. Following upon it will come the sharing of responsibilities as well as profits. The eventual outcome promises to be a full-grown industrial democracy.**"

With all due deference to the late Justice, I would put the present general labour situation in Canada, in most cases, at the beginning of stage two. The majority of the workforce in Canada is unorganized, and many managers in business and industry do not recognize the need for unions, let alone accept the idea of limitations on their autocratic power.

Whether the philosophy of industrial democracy is envisioned as part of the collective bargaining process or as a separate entity, the common denominators are an assault on management rights, and the provision of meaningful participation for employees through their involvement in the enterprise above and beyond specific

job duties. Although the term itself has been heard in Canada for many years, industrial democracy as a well-known working concept is not too widespread in this country. Those who are unfamiliar with the concept tend to view it as a sort of communist-inspired workers revolt or takeover; or they believe it to be some kind of half-baked, socialist, utopian ideal. The idea admittedly has long been a tenet of left-wing ideology, but never in a well-defined or realistic form. The trouble with socialism is that it usually co-opts any idea involving more than two persons and calls it a "people's movement" and therefore rightfully within its province.

The ideas and philosophy contained in industrial democracy are being discussed in management training courses, newspaper editorials, magazine articles, and at the bargaining table, and have even been advocated by Government commissions. This wide spectrum of interest does not automatically qualify it as a "people's movement," but it is indicative of a growing awareness that something is wrong with the way that industry is organized.

For many years, the overriding objective in industry has been how to devise a better way to do it, incorporating maximum production with minimum cost. Man has not fitted very well into the overall plans of the slide-rule technocrats, so he has been uncomfortably accommodated as a necessary evil in an increasingly mechanical environment whose demands are regarded as paramount. Thus, the "second industrial age" has relegated man to a "used" instead of a "user" position—exactly as the first one did. **Labour unions were the end result of the first age of industry; industrial democracy may be the product of the second.**

The official definition given to "industrial democracy" in **Roberts' Dictionary of Industrial Relations** states that **the term was designed to describe the relationship between representatives of management and labour in a plant or industry, and to provide a procedure for handling basic problems.** There is no hint here of the part that the collective bargaining function may play in industrial democracy; nor is there any reference to what Justice Brandeis described as the concept of "sharing of responsibilities as well as profits." The official industrial relations bible obviously views industrial democracy as merely some form of grievance procedure. Experience has taught us that, whenever the experts cannot agree on anything, those at the "sharp end" will ultimately have to pay the price of indecision.

To observe the concept of industrial democracy in action, one has to look outside North America to where it has been well known and in some cases practised for many years. Various forms of industrial democracy exist or have existed in the following countries: West Germany, Belgium, Denmark, Spain, France, Italy, Norway, The Netherlands, Britain, Switzerland, Czechoslovakia, India, Poland, United Arab Republic, Yugoslavia, Algeria, Japan and Tanzania. The United States has several experiments in progress at the present time, but nothing comparable to those in some of the European countries. Generally, Canada is still at the labour-management committee stage.

The confusion and misunderstanding that seems to surround industrial democracy can perhaps be blamed, in part, on its many titles and various degrees of implementation. Known by different names depending on what country or part of the world you are in, industrial democracy has also been described as joint consultation and co-operation, workers proposals and participation, self-management, enriched labour, and collective bargaining. **The primary objective, however, seems to be the same regardless of the label: industrial democracy is basically an effort to supply employees with some solid decision-making power in their work.**

Growth of the concept in Europe has been somewhat sporadic over the past 20 years. Systems were set up to develop closer co-operation between management and labour in many countries, and in some, arrangements were formalized by legislation giving workers a say in the design, manufacture and marketing of their products. Enthusiasm waxed and waned over the years until the 1960s, when interest was reborn in Europe and industrial democracy gained new adherents in North America.

As evidence of this rebirth of interest, the Swedish Minister of Industry, Krister Wickam, was quoted recently in the magazine **Sweden Now** as saying that the public service and the state-owned corporations in his country—equivalent to Canadian Crown corporations—are bent on becoming the pacemakers in industrial democracy experiments and other forms of collaboration, such as having employee representatives on the boards of firms in which they work.

A direct application of the European system may not be entirely suitable for North American labour needs because of differences in social structure, labour agreements and, more important, political realities. The European experience has clearly shown, however, what industrial democracy is not. The mere attractiveness of the slogan has a superficial simplicity about it that has led many to attach the label to a variety of management and industrial engineering projects that should rightfully be classified as employee appeasement rather than as meaningful participation.

The concepts of industrial democracy have been described as going beyond doing the job itself and involving the “feeling” of doing it, whether pleasant or unpleasant. **The point of industrial democracy is to give the worker a share in the decision making, the pride, the responsibility for his work and his place of work—to raise his “psychological pay.”**

Industrial democracy is certainly not a state of cozy informality where the boss tries to be nice to everyone; neither is it some fancy phraseology cooked up by the practitioners of industrial engineering. It is not the first step down the road toward the abolition of capitalism and the free enterprise system, although there are undoubtedly some who view any erosion of management rights as a blow to the very heart of that system.

The idea of the workforce participating meaningfully in the running of the organization in which they are employed is a very old and persistent idea, and has always been viewed with suspicion by some because it infringes on that concept of management's residual rights. Opposition is being voiced by those who would maintain the status quo, just as collective bargaining rights for labour were steadily opposed and attacked in the past—and still are today.

Any serious attempt to deal with industrial democracy requires a thorough definition of the concept and its various degrees of application. In order to arrive at a definition, it is necessary to view the entire picture of employee participation in management against a broad scale of measurement. **At the lowest end of the scale is the arrangement whereby employees are encouraged to put forward suggestions to management through a formal or informal process. In this manner, they can comment on the courses of action proposed by management for their immediate workplace, or the entire enterprise.**

This type of participation is described as “institutionalized,” and it is possible for employee views to influence management decisions—so some small degree of participation does occur. But management is not obliged to act on the suggestions; nor do the employees have any decision-making power.

There are some who place collective bargaining at the institutionalized end of the participation scale. Collective bargaining between labour and management involves suggestions or demands (depending on how one looks at it) from the employees concerning basic wages, salaries and conditions of employment. I myself accept this as part of the minimum participation end of the scale because, until the employees escalate the demands they have put forward to management, either by strike or by requesting a third-party arbitrator, management is under no obligation to accept their suggestions.

At the maximum end of the participation scale is industrial democracy, the level at which the workforce is a full-time member of the decision-making process. At this level, labour is involved not only in the sharing of the company profits and losses, but also in the sharing of material risks—a true partnership of labour and management.

The co-operative—a joint business venture whose owners are both employees and customers—is one example of this “partnership” level of participation. Another is the successful John Lewis Partnership in Britain. This exercise in industrial democracy is sometimes labelled an “experiment” by a few academics, but the fact it has been in existence for over 50 years has long ago removed it from qualifying merely as an industrial relations test case.

The John Lewis Partnership is one of the largest enterprises in its field, involving a large number of full partners who are also employees. The organization operates a large number of retail stores of various sizes throughout Britain, where 17,000 “partners” are employed under a formal and irrevocable constitution, registered by the Courts. The constitution provides a privately devised yet legally enforceable partnership agreement. The economic success of this type of partnership has been amply demonstrated in this case, and it is one of the fastest growing firms in its field.

Studies of the John Lewis Partnership have revealed that there is a high degree of awareness and loyalty among its partners, plus a readiness to participate, which yield a corresponding level of job satisfaction that was not expected in this type of undertaking. While not exactly a true Co-Op, the Partnership is not just another profit-sharing scheme introduced by management to buy



off employees rather than solve problems. **The profit-sharing schemes that many companies currently offer their employees in North America merely perpetuate the idea that work is nothing more than a commodity to be exchanged for money. They fail to provide for any real identification with the company.** In addition, the profits of each company are shared only with the employees of that particular firm, and this creates irrational patterns of inequality among employees in those firms that do not have a profit-sharing or stock-in-the-company plan. Profit sharing also interferes with collective bargaining in the area of wages, and it is suspected that some firms use it as a union-fighting tool to dissuade employees from becoming organized.

Perhaps the foremost program of industrial democracy or job enrichment ever launched by a company in modern times is the large-scale operation currently being undertaken by Imperial Chemical Industries of Britain—one that will eventually cover 100,000 employees (LG 1969, p. 453).

Under one phase, which began early this year, the company's 40,000 white-collar employees are engaged in studying how their jobs are being done, and how they might be improved. On the factory floor itself, matters have progressed somewhat further because of pilot projects started several years ago. A scheme called the "weekly staff agreement" covers 18,000 of ICI's factory workers and has increased efficiency significantly, while giving workers more freedom and responsibility than traditional managers could dream possible.

ICI's corporate management has stated that it is completely committed to the scheme, and hopes to have most shop floor employees working under its provisions by the end of 1971. Not to be confused with productivity agreements, the weekly staff agreement is a project incorporating the techniques of industrial democracy. At the ICI fibres plant in Gloucester, England—the first sizeable plant where the weekly staff agreement was tried—the plan is reported to have the enthusiastic support of almost the entire workforce, including union stewards, supervisors and management.

Although the project perhaps could not be described as the best example of employee involvement, it is nevertheless firmly established on the industrial democracy scale near "job enrichment," and is not just another bag of jellybeans for bribing the workforce.

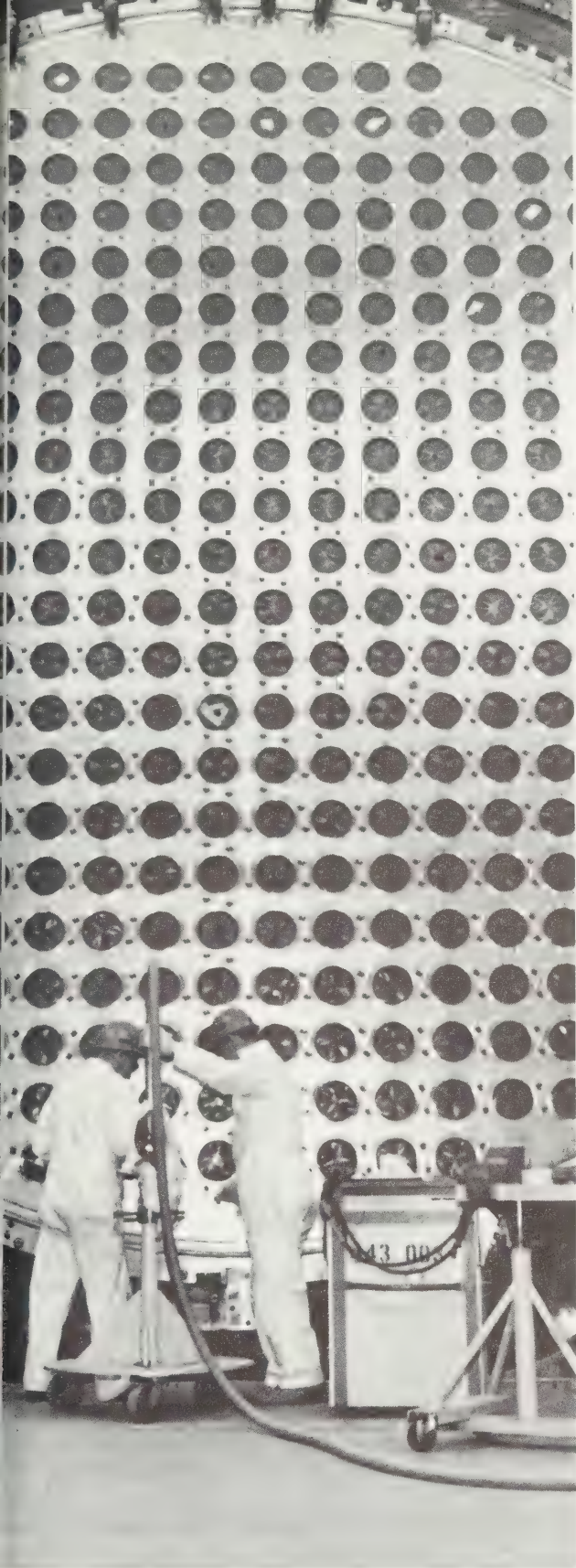
Numerous examples of employee participation and decision sharing function across the entire spectrum of involvement. Some have reached a high degree of sophistication, and are backed by legislation; others are confined to the shop floor in the form of "enriched labour." Employee participation has a vast variety of structural differences and name tags, and it is well to remember that employee participation in management is only one expression of the overall concept of participation in industrial democracy.

Viewed in its totality, participation seems to take two main approaches. Representative democracy, which fits into the middle of the participation scale, requires the appointment or election of a few employees to boards of directors or other decision-making bodies in the company. This method of participation does not involve the average worker directly, although through representation the decision-making power of the employee is real enough. Labour-management joint councils, which involve passive and active worker participation in management, could also be classed in the mid-range of the scale as an "institutionalized" type of participation.

The second approach, regarded as the more successful, is the direct-democracy method, which gives the employee control over the organization and execution of his immediate work environment. The term "enriched labour" is often applied to this type of participation. The areas affected by it are at the lowest levels in the work environment, and are generally of vital interest only to the employees themselves. This type of involvement allows virtually all employees to participate in most of the company's activities, and it falls in the upper mid-range of the participation scale.

I believe it is fair to say that employee participation begins when material gains in the form of basic wages, salaries and fringe benefits are acquired through collective bargaining.

By locating this level of interaction at the minimum end of the scale, we are recognizing that it is little more than a direct remuneration for work done or services rendered. At the opposite end of the scale is profit and loss sharing.



Experiments conducted in four Norwegian firms beginning in the early 60s have supplied proof that workforces in the light and heavy manufacturing fields respond favourably to industrial democracy, even at the low end of the scale. Increases in both job satisfaction and productivity have been reported. Another offshoot is the reported improvement in the quality of finished products, resulting in fewer returns to the factory for repair.

An important aspect of the application of industrial democracy practices is the need for re-appraisal of the position classifications of all potential participants. Normally, management classifies employees according to some previously determined system of wage-to-working level, usually already existent within the organization. Management positions are designated to be staff or salaried positions; all others are hourly rated, except where there is a large white-collar staff.

The classification system is relatively neat and functional, but, without some basic redefinitions, it does not lend itself too well to the introduction of democracy in the workplace. By the very act of introducing workers' participation in management, we are drawing a distinction between those who manage and those who are managed. It is also imperative that we examine the lines of distinction between white-and blue-collar workers.

The distinction between them is no longer based on whether or not an employee gets his hands dirty. The blue-collar worker has traditionally identified the man who wears a white collar with management, and conversely, the white-collar worker has traditionally looked down on the man in overalls. Labour unions have done much to destroy this apartheid among the working population, and the blue-collar workers often surpass in wages many of their previously more highly paid white-collar counterparts. This blurring of the distinction between the two occupational groups has been heightened by the substantial organizational gains being made by unions among white-collar workers in North America.

In the matter of position classification in an industrial democracy situation, it becomes important to ascertain whether a white-collar worker is a worker in the same sense as is a blue-collar worker, and whether a middle manager or executive is part of management or part of a group that is being managed.

Normally, with the exception of the top man, everyone in an organization receives his orders from his superior. In this sense they could all be said to be among the managed. But, with the exception of those at the very bottom, each person in the chain of command gives orders to his subordinates—and that being the case, this group could be said to belong to the managers. **Obviously, any plan to introduce industrial or participatory democracy has to be preceded by an answer to the question: "Who is a worker?"**

There appear to be further complications in the distinctions between the various groups in the workplace, and these would have to be dealt with before democratization could proceed. The distinctions that exist between workers and managers are related to the differences between staff (or salaried) employees, and straight hourly employees.

Decisions would have to be made regarding the place of the professional or technical employee as well. White-collar workers, and professional and technical employees often regard themselves as part of management, and traditionally they have a case. Recent statistics show that there has been a rapid growth of white-collar employees in Canada, and this group now comprises approximately 45 per cent of the workforce. In the traditional blue-collar industries, white-collar job classifications increased to 30 per cent in 1967 compared with 20 per cent in 1951. In those industries where technology plays a large part in the manufacturing process, the white-collar proportion of job classifications may run as high as 56 per cent; and in some electronics companies it has reached the 60-75 per cent range. What's more, it is expected that these figures will continue to rise.

It is interesting to note that unions representing public employees in Canada have organized the largest percentage of white-collar workers, and have signed separate contracts for many groups of white-and blue-collar supervisors within their respective bargaining units.

The position of supervisor within these white-collar groups is becoming more and more confused. An indication of this is the continuing controversy in the private sector as to whether or not supervisors are free to join

unions and bargain with their employers. Obviously, the question of status and classification of all staff must be thoroughly examined before anything definitive is done to introduce the principles of industrial democracy.

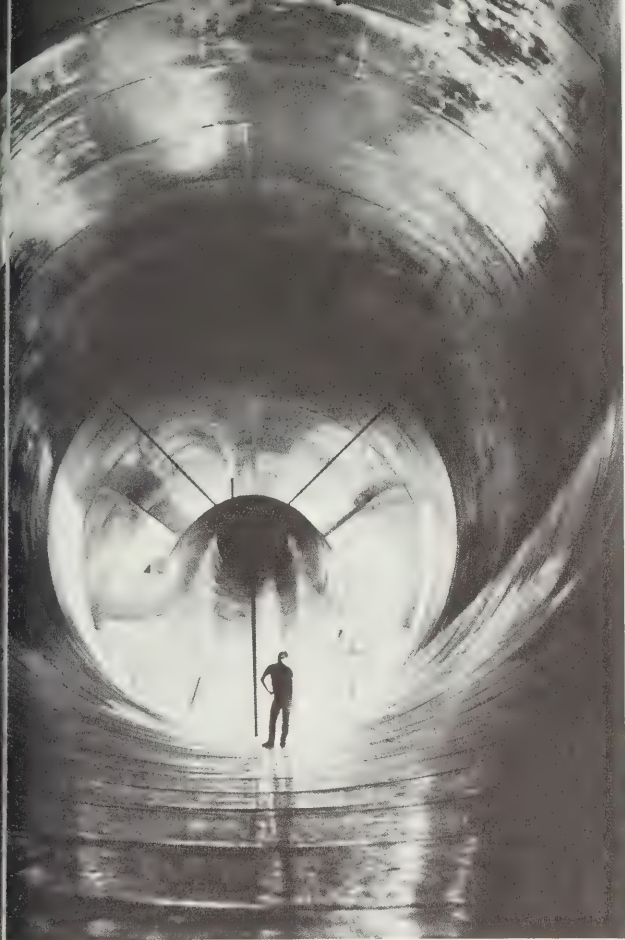
Renewed interest in industrial democracy is being experienced around the world, although the concept has been lying dormant in some areas for 10 years or more. Notable exceptions are those two or three countries in which the practice has been firmly established for a long period of time. This renewed awakening has stirred up a host of critics who, for various reasons, have chosen either to condemn the idea outright, or to declare that they would be willing to accept its principles and practices only if it conformed to their present way of doing things, and did not disrupt the status quo.

Critics of the concept can usually be found within three or four identifiable opinion groups. **First and foremost among those who are clamouring for an early demise of this "democratic nonsense" are those large businesses and industries, mostly old and well established, which are fearful that any decision sharing with employees would be costly—both in dollars and in the subsequent erosion of jealously guarded "management rights."** Individuals and concerns that fall into this category usually resist most vehemently any attempts to move in the direction of industrial democracy.

Firms in this group often maintain feudal plant conditions: clocking in and out, high protective fences, armed guards and related paraphernalia. The rationalization for the presence of such trappings is that property ownership provides moral authorization for exercising far-reaching powers over others.

Often described as one of the "sacred cows" of the Western world, management's "residual rights" form the artificial shield behind which hide all those who wish to maintain the status quo. Research has failed to reveal any stone tablet setting out the divine rights of management, although many who administer these principles have been known to act as if they stand on the right hand of God and administer his law on their behalf.

Two thousand years ago, an employer could beat his employees to death if he was dissatisfied with their labours, starve them if he saw fit, keep them in bondage for a lifetime, and impose upon them any indignity by virtue of his interpretation of the law. Just a short



100 years ago, employees were sold into virtual slavery to pay for their sins, and often served out their time as indentured servants in a distant colony.

The trade union movement helped eradicate many of these indignities, but continued recognition of the principle of management prerogatives, by society in general and the statutes of governments in particular, denies to employee organizations the freedom to discuss such prerogatives with employers. The power of management rights is jealously guarded by those who possess it, be they government or private employer. And who can blame them? Human experience has demonstrated that no one with absolute power can be trusted to give it up, even in part.

There is ample evidence that some areas of business and government are responding to labour's call for a more democratic approach to life with an all-out campaign to destroy public acceptance of organized labour's

place in our society, and banish the credibility of the entire labour movement. Various provincial governments, the federal Government, the Canadian Manufacturers' Association, and the Prices and Incomes Commission with its now internationally discredited economic daydreams, have all taken a public kick at organized labour's can.

A coterie of high-priced business executives recently turned up the heat in an anti-labour publicity campaign that has seen no precedent in Canada (LG, Jan., p. 14). Pamphlets containing reprints of anti-labour speeches made by presidents and other high-ranking executive officers of some of Canada's largest corporations are being mailed out anonymously from a public relations firm in St. Catharines, Ontario, to pinion leaders and news media across the country.

Generally calling for the abolition of collective bargaining rights in the public and private sectors as a starting point, examination of the question "What good is organized labour to society?" is followed by a general condemnation of labour and all its works. That this group has placed itself solidly in the anti-industrial democracy camp, there can be no doubt. **The working population of Canada, individually, is no match for this type of high-powered warfare, carried on by executives of international conglomerates with unlimited financial resources, and able and willing to wage a lifetime of war on labour.**

Fortunately, those who operate in this manner are counterbalanced to some extent by many in the business and government communities who see the advantage of having employees and management contribute meaningfully together for the betterment of their work practices and their way of life in general.

(Part 2 of Mr. Robinson's article, containing additional arguments for and against the industrial democracy concept, and speculation about its increasing acceptance in the future, will be published in the June issue of the Gazette.)

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

What disturbs us: The CLC on unemployment and the economy

Brutal, callous and indifferent is how the Canadian Labour Congress describes the federal Government's economic policies. In its annual brief to the Government, presented on March 1 by President Donald MacDonald, the CLC devoted most of its attention to unemployment and Canada's economic situation. The CLC stated that, as a result of government policies, it is unlikely that full employment—not more than 3 per cent unemployment—will be reached before the end of the decade.

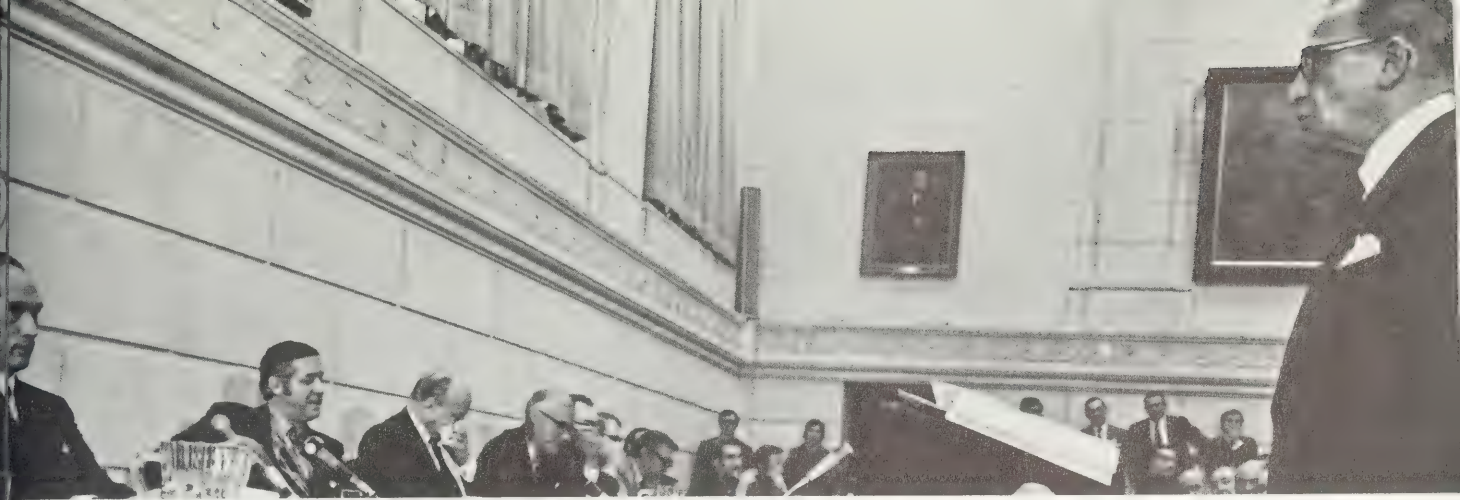
The Congress called for “a high employment budget” to start the economy moving toward its potential. The specific proposals are: immediate reduction of personal income taxes in the lower brackets; abolition of the three per cent income surtax; immediate implementation of the proposed new system of unemployment insurance benefits; major improvements in old age pensions; removal of the 11 per cent sales tax on building materials; and a further expansion of the government's house-building program.

The CLC's criticism of government action was unusually sharp: **“What disturbs us, and many others, is that our current unemployment problem has been artificially created. It is not the result of natural business recessionary conditions.** It is the direct result of coldly calculated policies whose sole object was to induce unemployment in order to combat inflation. Your Government's anti-inflationary program, based for a long time on very tight fiscal and monetary policies, has been primarily responsible for the fact that we have hundreds of thousands of unemployed Canadians. Your Government's strict adherence to ‘conventional economic wisdom’ in attempting to deal with an inflationary situation that was largely external in its origins is perhaps the most incredible phenomenon we have yet seen on the economic front in Canada.”

“Never before in the history of this country did a Prime Minister state before a national audience that it was his Government's intent to allow unemployment to rise ‘if necessary to six per cent,’ to combat inflation. Never before did any federal Government knowingly, consciously, and with a cool, detached deliberation sentence hundreds of thousands of Canadian workers and their families to the hardships of unemployment. The brutality, the callousness, the studied indifference to the human consequences of this anti-inflationary approach were matched only by its ineptitude.”

“Had we had rampant inflation, had we had a crisis in our balance of payments position, had our dollar been weak in the international financial markets, then perhaps there might have been some justification for implementing such stringent policies. But such was not the case. On the contrary, our international financial position has been, and continues to be, extremely strong. Indeed, in international terms, we are in one of the strongest positions of the entire postwar period. Our export trade, which has been on the upsurge for a number of years, increased by 13 per cent during 1970, registering an unprecedented surplus of nearly \$3 billion. In addition we ended up with a surplus on current account, something which has not happened since 1952. Our foreign exchange reserves are at a very high level of nearly \$4,700,000,000. The strong foreign value of our dollar, which quickly rose above its pegged rate when it was allowed to seek its own level in a free international money market, is another indication of our very favourable international position.”

“Our rate of inflation compares very well with the world's major industrial countries. We are doing far better than the United States, with whom we have more than two thirds of our export-import trade. But we are also doing better than other major industrial countries such as Britain, France, Western Germany, Italy and Japan.



The CLC said that it was anticipating the introduction of new federal laws governing labour-management relations and it set out bench marks for such legislation. "We conceive of labour relations legislation as a framework within which organized labour and management should be free to work out their relationships as much as possible on the basis of mutual agreement. We favour voluntarism rather than coercion, and believe that the former is more likely to lead to mature labour-management relationships than the exercise of force. We believe that your Government can do much to create an atmosphere in which the right of association can be freely exercised, in which effective collective bargaining can take place, and in which union-management relations can become an accepted feature of industrial life."

The proposed adjustment assistance program for displaced workers in the textile and clothing industries (LG, April, p. 243) was commended by the Congress. **"This legislation is in the forefront of measures intended to protect workers displaced as a result of economic circumstances affecting their employers, and we hope that it will point the way to other programs of this kind."** But the Congress did ask that some form of appeal procedure be included in the plan. "Possibly this could be done through the machinery already existing under the Unemployment Insurance Act, in view of the fact that claimants will have had to qualify for unemployment insurance benefits in the first instance."

In other areas, the Congress again asked for a **"drastic reform in the tax structure, making it more equitable than it is now,"** asked for changes in the Public Service Staff Relations Act, and told of the need for a national maritime policy "supporting the establishment of a Canadian flag fleet, manned by Canadian officers and sailors and built in Canadian shipyards." The Congress welcomed the establishment of the Canada Development Corporation, although it was concerned by the suggestion that profitable crown corporations could pass into private hands through the corporation. And the Congress again criticized "the unfair aspects" of the Corporation and Labour Unions Returns Act.

The Women's Bureau of the Canada Department of Labour was also singled out for praise by the Congress. "We have been impressed by the vigour with which the Women's Bureau . . . has directed public attention to the disparities that exist in the treatment accorded to male and female workers."

But the Congress expressed concern that the activities of the Bureau and of the Government fall short of effective action "to redress the wrongs that the Bureau has brought to light. We believe that the Department of Labour should move from the accumulation of data and its dissemination to a statutory program for providing protection and redress against differences in treatment and conditions of employment based merely on sex." The Congress went on to express general support for the conclusions of the Royal Commission on the Status of Women.

Canadian workers are becoming increasingly concerned about protectionist policies being adopted by other countries, said the CLC. The Congress drew attention to this trend in the United States, which threatens to reverse the comparatively liberal trade policy that that country has followed for the past 35 years. A similar trend is developing in the European Economic Community. **"As a nation we have everything to gain by freer world trade, and everything to lose should there be a return to protectionism,"** the CLC said, adding that the situation became increasingly important in the face of Canada's rapidly expanding labour force. At the same time, the CLC said, steps should be taken to provide protection against unfair import competition such as artificially priced exports, dumping and state-subsidized prices.

The Congress expressed strong criticism of the Government's handling of the Québec crisis and use of the War Measures Act. **The CLC charged that the Government had failed to produce "a tittle of evidence" to justify actions that had thrown the country into a state of panic.** It recalled that, at the time the War Measures Act was

introduced, it had expressed concern—but added that, “with the passage of time, we are less inclined to be temperate now. Events have clouded the purity of your intentions.”

At the same time, the CLC left no doubt regarding its opposition to FLQ tactics. “Murder and terror are not to be condoned, and no civilized society can long endure if it does not take prompt and effective measures to prevent them or bring to the bar of justice those who perpetrate them,” the submission said.

Although the FLQ’s activities were not condoned, there was recognition of legitimate grievances on the part of Québécois that remain unresolved. The memorandum went on: **“They include the opportunity to work for the many tens of thousands who seek work and cannot find it; living space that is not situated in a slum; incomes that are comparable to those paid elsewhere for the same kind of work; an economy that is dynamic and not stagnant; and an opportunity for cultural survival.** It is the lack of these that ferments discontent and endangers the democratic process.” These conditions were compounded by the heavy impact of unemployment, which had been deliberately created by the Government. And, the CLC added, “There is an imminent danger that your economic policies have placed the unity of Canada in jeopardy.”

The Congress assured the Government of support in taking a strong stand on pollution. It reported that it was engaged in a worker educational program on pollution, and was prepared to co-ordinate its efforts with other civic-minded organizations.

It was suggested that such efforts could be directed toward identifying sources of pollution, publicizing control measures, and seeking community support. There was a need for more published facts on a systematic and regular basis. The Congress said that some companies were showing “an arrogant disrespect for public property and for other citizens” in a situation that had the potential to destroy the environment, if not life itself. Many necessary changes would have to be made on a global scale; but in the meantime, Canada should be doing everything possible to put its own house in order. There might be circumstances in which the cost should not fall directly on a particular enterprise or community, but should be shared by the entire population through taxation.

The Congress had praise for action taken by the federal Government to relieve the shortage of housing. It expressed opposition to the apparent policy of using housing construction to regulate the economy, rather than

to meet social needs, saying that the housing industry was capable of a higher output on a sustained basis. Particular attention was drawn to the need for public “land-banking” to combat exorbitant land prices and for lower interest rates.

A proposal was made for the establishment of a Department of Urban Development to plan and co-ordinate solutions to mounting urban problems. Government actions that won commendations included a \$558,000,000 allocation for low-income housing schemes; availability of funds for social and recreational facilities in public housing projects; revision of rent scales in public housing; and government recognition of tenants’ associations.

The federal Government has failed to provide any comprehensive approach to social security, the Congress said, expressing disappointment in the recent White Paper on Income Security. **It fell short of being “the grand design for a Canadian system of social security that we had hoped for, and which we know your advisors are capable of producing. It is in many respects retrograde,** with its downgrading of the old age security benefit, with its selective approach to family allowances, and its failure to face up to the need for a guaranteed annual income as a basic measure for dealing with the problem of inadequate income,” the memorandum added.

Dealing with medicare, the CLC urged financial and other forms of assistance to encourage the development of community clinics providing group practice. This was in line with a suggestion that, in order to meet rising costs, there should be an effort to find a more rational system of health services, rather than reduce services or apply deterrent fees.

Canada should cut off trade with South Africa, the CLC suggested. Its submission maintained that it was “absolutely incomprehensible” that Canada should still be granting Commonwealth preferential tariffs to South Africa, despite the fact that that country has been out of the Commonwealth since 1961. The section of the memorandum dealing with international affairs was critical also of the Government for its having failed to take a more forthright position on such matters as Viet Nam, the Middle East, Berlin and Greece.

While welcoming the \$60,000,000 increase Canada was contributing to foreign aid for 1971-72, the CLC pointed out that the Government has neither committed itself to, nor reiterated its 1967 pledge of proceeding toward, the allocation of 1 per cent of the gross national product to foreign aid and development. Objection was also



Trudeau

Mackasey

MacDonald

Laberge

taken to some of the restrictions placed on programs. The Government was urged to appeal, both directly and through the United Nations, to the Soviet Union to end its anti-Jewish campaign immediately, reverse the Leningrad sentences, and end all forms of discrimination against Jewish citizens of the Soviet Union.

Government's reply

"In international terms we are financially in one of the strongest positions of the entire postwar period," the CLC had said in its brief. Replying for the Government, Prime Minister Trudeau asked the Congress whether it thought this had come about by luck, by chance, or by good management of the economy. He went on to say that the measures taken by the Government had broken the back of inflation. And labour had fared well throughout this period, the Prime Minister observed. The average increase in labour settlements had been over 9 per cent—climbing faster than either productivity or corporation profits.

The CLC brief had said also: "Had we had rampant inflation, had we had a crisis in our balance of payments position, had our dollar been weak in the international financial markets, then perhaps there might have been some justification for implementing such stringent policies."

The Prime Minister responded with: **"You seem to be justifying our policies."** Because this was the case, he said. The Government had tried in 1967-68 to fight inflation, but it had failed miserably because of the weak measures it used, he said. Capitalizing on the experience, the present Government had taken strong measures and had achieved success. Mr. Trudeau admitted that unemployment was high, but he said that adhering to a 3 per cent rate of unemployment would have brought about strong inflationary pressures, and there would have been more unemployment if Canada hadn't been able to match her international rivals in fighting inflation.

Turning to the CLC's criticism of the Government's invocation of the War Measures Act, Mr. Trudeau said that the state of panic began with the bombings and murders, not with the Government's response to the crisis. Québec and Montreal pleaded with us to help, he said. **"Should we say 'no' to them. Are you telling us not to listen to them."** He said that if the federal Government hadn't listened to these authorities, the CLC would have accused him of not respecting the legitimate Government of Québec. "The legitimate aspirations of Québec are expressed by whom—blackmailers or the elected Government?"



Trudeau

Mackasey

Benson

Labour Minister Bryce Mackasey, in his response to the brief, said that a country's system of industrial relations is a reflection of its culture—therefore Canada can't adopt the system of another country. He went on to say that new labour legislation will be introduced at this session of Parliament, but he remarked that **his first priority had been to reorient and reorganize the Department of Labour to deal with areas not reached by legislation. This stage had been completed, he said, with the appointment of industry specialists and the introduction of a system of continuous bargaining.**

In reply to a specific request by the CLC, Mr. Mackasey declared that an appeals procedure for the textile adjustment assistance program will be dealt with later. He noted also that some recommendations of the Royal Commission on the Status of Women will be included in new legislation. A number of the recommendations are already contained in the new unemployment insurance legislation, and changes affecting the status of women will be appearing in the new Fair Employment legislation to be introduced next year. Mr. Mackasey said that **the priority established for legislation is: changes in the Labour (Standards) Code first; then the UIC revisions; and finally, changes in the Industrial Relations and Disputes Investigation Act.**

The Minister of Labour concluded his response to the brief by complimenting the Congress on the guidelines passed at its 1970 convention on international unions (LG, Sept. 1970, p. 640). He said he was glad that the CLC had moved in this direction without the need for legislation.

You want a full-employment budget? asked Finance Minister Edgar Benson. **He told the Congress to look at the United States and their full-employment budget.** The gross national product of the U.S. has declined and prices are rising, while Canada's GNP is rising and prices are down. U.S. unemployment is only 0.2 points below that of Canada. Mr. Benson warned that, as the economy begins to expand, there will be new pressures and he suggested that Canadians must look forward to a time when government, business and labour will act co-operatively to give advice before a bad situation arises again.

Health and Welfare Minister John Munro stated the use of the selective technique in benefit payments is probably better because universal payments are too costly. He said that if there was universality in the old age pension scheme, it would cost \$1.2 billion to get it to the present level. Thus, there is a need for the old age income supplement we have now. The Government, he said, pegged the pensions in order to get an increased supplement into the hands of pensioners. He noted that the CLC wanted a guaranteed annual income scheme. This, he said, would mean selectivity. **He asked the Congress to tell the Government "in the cost area" how to move faster to a guaranteed annual income. "We think that it would cost \$2 billion more."**

Replying to the CLC's criticism of Canada's trade with South Africa, Minister of Industry, Trade and Commerce Jean-Luc Pepin said that, if the Government used the criterion of the Congress in not trading with a former member of the Commonwealth, Canada would not be able to trade with Ireland. He said that Mr. Mackasey and some others wouldn't approve of this.

External Affairs Minister Mitchell Sharp replied to the CLC's criticism of policies that "require such a high degree of Canadian content in our aid program." Mr. Sharp said that Canada wants her dollars spent only in the recipient country and in Canada.

CLC President MacDonald then responded to the Government's reply. He welcomed the Prime Minister's proposal for more frequent and better exchanges between the Congress and the Government. He then went on to accuse the Government of being preoccupied with inflation to the exclusion of everything else. He noted that, in its 1970 brief, the Congress had said that there were two problems—unemployment and inflation—and that they couldn't be dealt with in isolation. When he insisted that Canada could never really be master in its own house because of effects spilling over from the United States, **the Prime Minister asked, "Inflation spills over but not unemployment?" Mr. MacDonald replied that unemployment did not spill over to the same extent.**

The OECD and older workers

"The conscience of the Western world in the field of industrial gerontology" is how Ian Campbell, associate Director, Manpower Utilization Branch, Canada Department of Manpower and Immigration, describes the Manpower and Social Affairs Committee of the Organization of Economic Co-operation and Development. Mr. Campbell was speaking in December to the U.S. National Institute of Industrial Gerontology in Phoenix, Arizona. The first part of his paper was published in the April 1971 issue of *The Labour Gazette*.

Campbell described the OECD's policies for older workers as stressing positive techniques—such as the dissemination of information on ergonomics or job redesign, and special training techniques for mature workers—as an effective method of educating against age discrimination in employment. Such policies emphasize also the importance of adequate counselling by personnel who have developed an understanding of industrial gerontology.

The OECD considers that an active manpower policy calls for the "intensification of measures to make it easier for marginal groups of workers to take up and keep gainful employment." Those vocationally handicapped by advancing age formed a significant segment of marginal workers, said Campbell.

The social and economic problem of the older worker was not the same in all countries, he pointed out. In the United States and Canada the problem had been, and continues to be, the need for mature adult workers to have their rightful share of employment, retention and promotional opportunities. This problem becomes increasingly difficult in times and areas of labour surpluses.

In countries with labour shortages, he explained, the problem had often been the need to develop ways and means of persuading older workers to remain in or re-

enter the labour force. Part of this problem has been in assisting older workers to become occupationally qualified to fill the many jobs available. This had led to increasing use of ergonomics and job redesign, often with the idea of putting the physical demands of the job within the capacity of a mature worker whose strength and agility may have deteriorated because of advancing age.

Campbell described the development of special training techniques for older workers as arising from the need to make more workers occupationally qualified. Such methods provided for training to be carried out under conditions in which personal security was ensured in an environment that minimized distractions, and called for the use of special material that permitted learning through controlled experience participation, discrimination and discovery in a series of problem-solving tasks. Instruction should be brief and easily understandable. The program should allow time for consolidation of what had been learned. Experience in some countries indicated that multi-occupational training could be valuable when jobs were not immediately available.

The OECD's Manpower and Social Affairs Committee had been in the forefront in developing and advocating policies to assist countries in dealing with the employment problems of older workers, whether those problems arose from labour surpluses and age discrimination or from labour shortages and an urgent need to utilize older manpower.

The Committee had stressed the importance of a comprehensive and efficient employment service in dealing effectively with hard-to-place job seekers. According to the Committee's conclusions, explained Campbell, such a service should provide, through normal arrangements or through special services, interviewing, counselling and testing facilities, and referral procedures which ensured that the capabilities of mature workers were brought to the attention of employers. The Committee recommended the establishment of special advisory management services on job redesign, arrangements of work schedules, and training methods and techniques for older workers, together with procedures for surmounting other obstacles to the use of older manpower that might arise. **It also advocated the use of continuing educational programs designed to discourage employers from imposing upper age limits in hiring.** This was one recommendation, said the speaker, that had been actively supported in Canada for many years.

In his concluding remarks, Campbell pointed out that in all the OECD's recommendations on policies and practices for older workers, stress was laid on positive thought and action.

A forum for B.C. management

Labour leaders in British Columbia are secretly pleased to see the creation of stronger management groups, thinks F. G. Peskett, President and Chief Executive Officer of the Employers' Council of British Columbia. "The construction industry, for example, has always been traditionally fragmented," he said in a recent address. "In B.C. alone, there are nearly 150 management associations covering all sectors of industry, and we are, of course, the most unionized province in Canada."

The Employers' Council was established in 1966. In addition to 55 of the principal corporations in British Columbia, it has a membership of 12 member associations, the majority of whom bargain in their specific sectors of industry. The Council provides a forum for big business in the province. Through liaison, co-ordination and basic research, it ensures that its members reach broad policy agreement on matters of mutual interest and concern.

"It has never been our intention to set up a body to destroy the labour movement in British Columbia," Mr. Peskett said. "Unions have a fundamental role to play. We believe in a sound, strong, labour movement, supported by the full membership. But there is a great need for the silent majority within organized labour to emerge and return some practical responsibility and authority to the union's front ranks, restoring the balance now tipped in favour of the noisy, militant minority."

The B.C. Federation of Labour, with its 140,000 members, makes up the largest single labour voice in the province. There are another 220,000 union members, including teachers, federal and provincial government employees, policemen, railway employees, and members of the Teamsters Union, the Fishermen's and Allied Workers Union, and the Pulp and Paper Workers of Canada who are not affiliated with the Federation. Union members make up about 43 per cent of a labour force that averages a workweek of 37 to 38 hours for an average industrial wage of \$128.

The unions are closely regulated by the provincial government. Bill 43 (LG 1959, p. 1028) was passed in 1959 to prohibit secondary boycotts and declare labour unions to be legal entities that can be sued. Labour was enraged again in 1961 when Bill 42 (LG 1961, p. 1227) came along to strengthen the Labour Relations Board and prohibit the checkoff of union dues for political purposes and in 1968, the province passed Bill 3 (LG 1968, p. 392), setting up a new three-member Mediation Commission to serve as a compulsory arbitration board if the Cabinet thinks the public interest is threatened.

Says Mr. Peskett: "Both labour and management will tell you that they are terribly concerned about the intervention of government in industrial relations. Yet, until labour and management find some way of sitting down together and building up a continuing dialogue, they've just got to expect more and more government intervention."

Labour found unexpected support during 1970 from a November 1969 study, **Limitations and Attractions of British Columbia for Industry**, prepared by the Council, that was aimed at finding out why the province lacks a larger secondary manufacturing base. The toughness of the province's labour unions and the frequency of strikes were blamed by Eastern companies as the key reasons for staying out of the province. The Council, however, took care to point out that the province's labour troubles were not really all that bad. For each of the past three years the B.C. strike record had been below the national average in terms of time lost from work, the Council said.

A booklet published in November 1969, **Policies and Priorities—A Perspective for the Industrial Development of British Columbia**, was based on the research findings of the 18-month "limitations and attractions" study. "We recognize that the Council can and must anticipate socio-economic environmental changes," Mr. Peskett admits. "Only in this way can it help the broad but major spectrum of management we represent to adjust its sights in relation to these changes, as well as establish priorities and formulate policies. This requires research."

The Council has undertaken several research projects. Early in 1968 it prepared and distributed to its membership **A Comparative Study of British Columbia Wage Levels and Related Factors**. This was a first in the province. It completed also a study of 1969 wage settlements in the province, and a survey of principal contracts expiring in British Columbia in 1970. In April 1970 the Council released "A One-Day Look at Technical and Vocational Training in British Columbia."

In the 1961 oil industry dispute, the Council very firmly urged the B.C. business community to take a strong stand against the "hot products" issue and the use of secondary boycotts. "We felt it important that the unions should fail in their attempts to dictate where management should buy petroleum products," Mr. Peskett said. "However, we carefully and steadfastly avoided taking sides publicly in the dispute itself. In other words, we felt no particular competency or desire to act as a judge."

Mr. Peskett pointed out that in a highly export-oriented province like British Columbia, where 80 per cent of production is exported, the principal industries such as forestry and mining have always operated under a re-

straint in terms of the degree to which they can bow to excessive union demands. "Even if some of our union friends dismiss it as a management cliché, we must surely be careful not to price ourselves out of world markets," he said.

The labour movement, he believes, no doubt is complaining that employers have been banding together to resist labour's demands. "If indeed employers have stolen organized labour's tool of collectivism and solidarity in order to restore balance to bargaining in British Columbia, perhaps the unions should be given the credit. It's their song, not management's that has the line 'solidarity forever'."

Joint consultation for National Defence employees

There has been a major breakthrough in the field of labour-management consultation. The Department of National Defence, in full co-operation with the employees unions, and with the assistance of the Labour-Management Consultation Branch, Canada Department of Labour, has developed a comprehensive labour-management relations committee system that will bring all Canadian Forces bases and establishments under a national joint consultation program. About 35,000 employees are represented by the new program.

Although other federal departments have their own systems of joint consultation, the new agreement represents the first move to include all levels of union and management, with the federal Labour Department's LMC Branch acting as adviser.

Exploratory meetings began several months ago between Ken Green, National Secretary Treasurer of the Union of National Defence Employees which represents the majority of DND personnel, and Bill Shuttleworth,

Director General, Staff Relations, Department of National Defence. The parties then met with Ken DeWitt, head of the Labour Department's LMC Branch, his senior executive officer, Ron Matthey, and UNDE's Education Director, Julian Pezet, and formed a national "tripartite" consultation committee.

DeWitt and Matthey attended a training seminar of the union's National Executive and, as a result, were invited to assist in the project—which they agreed to do. This was followed by separate meetings with union and management to advise on procedure and structure, and to keep all participants informed of the background, workings and objectives of the proposed new system. Further meetings were held with Des Davidge, Business Manager of Local 2228 of the IBEW, his assistant, Jack Kearney, and representatives of the Professional Institute of the Public Service of Canada. At the same time, field

officers and regional supervisors of the LMC Branch attended UNDE-arranged seminars across the country to survey and discuss the whole joint consultation operation. This is regarded as the first stage in implementing joint consultation in DND. The second will be the interpretation of guidelines at the local level. And the third and final stage will be adoption of the mechanics of labor-management relations committee structure and use.

Explained Ken Green: **"The national committee is really a co-ordinating committee at headquarters level to make sure that the field committees will function effectively. What makes this unique is that the national committee comprising the three 'arms' is the first ever to be set up within the public service. And we understand that other public service establishments are now seriously considering this approach. We can see a transition in the whole bargaining process in the public service."**

The field committees will have basically the same objective as their counterparts in industry and business—namely, to provide a forum for resolving mutual problems away from the pressures and heat of the negotiation table and grievance process. Said Mr. Pezet: "We're getting a tremendous response from our local members. They want to get going with their committees right away. So it's vitally important that this committee does a firstclass organization job."

The new Canada-wide consultation system will involve committees at the local, regional and national levels, and both the DMD and UNDE are currently meeting with their respective field organizations. There could be as many as 140 local committees, and six at the regional level. It's expected that all the local committees will be in full operation this Spring.

Shuttleworth considers that one of the most important products of the new system will be the ability of labour and management to communicate with each other at their place of work. "There are hundreds of things that are capable of being solved locally—if there's a local forum. Otherwise they find their way into negotiations, and acts as irritants . . . It's in keeping with today's trend away from the adversary system, concentrating instead on co-operation for mutual benefit. This is the philosophy we're trying to establish."

Shuttleworth was asked if the traditional military style of "command-obey" would be an inhibiting factor in the total acceptance of the labour-management philosophy. "Military people," he replied, **"have a better and closer understanding of the problems, morale and ambitions of their people than do their counterparts in the private sector."** Labour-management committees are not new to DND; a few "pioneer units" have been in existence for up to 20 years, and they have proved their worth.

The Chief of Personnel, Vice-Admiral Ralph Hennessey, D.S.C., C.D., explained: "Collective bargaining for the public service brought many problems to DND, not the least of which was its impact on the military manager. The great bulk of our 35,000 civilian employees work for military officers commanding these bases and stations across the country. The task of these COs before collective bargaining was relatively simple. Administrative regulations were found in one comprehensive volume, centrally interpreted in Ottawa. Now the military manager may have anywhere from 12 to 20 or more collective agreements to administer and interpret. Under these circumstances the requirement for mutual understanding and co-operation is paramount.

"It appears to me," continued Hennessey, **"that the joint labour-management consultation committee is the ideal, and perhaps the only vehicle, that is capable of fostering this mutual understanding. In the process it should be possible to resolve a myriad of problems in their infancy, and avoid resorting to the grievance procedure. When you have a grievance, surely you have a breakdown in the system. Joint consultation could be regarded as preventive maintenance."**

He expressed the hope also that the system would bring feedback, through both union and management channels, to pinpoint certain aspects of collective agreements needing adjustment or correction at the next round of negotiations. "Of one thing I'm sure. The mutual understanding and respect that flow from intelligent operation of these committees can have only one result—a more effective and productive organization."

Employment fatalities

Fourth quarter, 1970

There were 174 employment fatalities in industry during the fourth quarter of 1970, according to initial reports submitted to the Canada Department of Labour.

In comparison, the final total number of fatalities reported for the fourth quarter of 1969 was 290—or 115 more than the previously published total of 175 for that quarter (LG, May 1970, p. 368). In the third quarter of 1970, the revised figures indicate that there were 228 employment fatalities, 68 more than the previously published total of 160 (LG, Feb., p. 111). These fatalities occurred among persons gainfully employed, and happened during the course of, or arose out of, their employment. They include also deaths resulting from industrial disease.

During the fourth quarter of 1970, seven multi-fatality accidents were reported, providing information on the deaths of 26 workmen. Twelve lumberjacks were drowned when their boat overturned in Lake L'Achigan, about 240 miles northeast of Québec City. In Sudbury, Ont., two workmen lost their lives in a blasting accident, and an explosion at a smelting company in Burlington, Ont., claimed the lives of another two employees. Two yardmen died when a subway train backed over them during a snowstorm in Toronto, and two workers in Vancouver died of gas inhalation while trying to locate a problem area in a pipeline. A captain and two fishermen, all members of the same family, were presumed drowned when their ship was lost at sea near Lameque, N.B. In Alberta, three truck drivers were instantly killed in a truck collision near Medicine Hat.

Of the 174 fatalities reported, **the largest number, 50, or 28.7 per cent, occurred in the construction industry** (see Table H, p. 356, for complete statistics). **Twenty-four fatalities occurred in manufacturing, 23 in transportation, 18 in mining, 14 in trade, 13 in public administration, 12 in forestry, eight in service, four in fishing and three in agriculture.** There were no fatalities reported in the finance industry, and five reports were received with no information regarding industry.

Table H indicates that, for the seven age groups analyzed: 22.4 per cent of the fatalities occurred in the 25-34 age group; 20.1 per cent in the 45-54 age group; 16.1 per cent in the 35-44 age group; 13.2 per cent in the 20-24 age group; 12.7 per cent in the 55-64 age group; 3.5 per cent in the 14-19 age group; and 1.7 per cent in the 65 and over age group. For eighteen fatalities, or 10.3 per cent, no ages were given for the workmen involved.

The occupational group of craftsmen incurred the largest number of fatalities with 44, or 25.3 per cent, of the total, whereas no fatalities were recorded for clerical workers, and only one fatality in the farmers and farm workers group.

Table H indicates also that **26.4 per cent or 46 of the reported fatalities were the result of falls and slips. Another 25.3 per cent, 44 fatalities, resulted from collisions and derailments.** Being struck by an object caused 33 or 19.0 per cent of the fatalities, and getting caught in, on, or between resulted in yet another 22 or 12.6 per cent. Overexertion accounted for only two or 1.1 per cent of the total, and no fatalities were attributed to the striking-against type of accident.

Preliminary reports indicate that there were no fatalities in Prince Edward Island for the fourth quarter of 1970. The 174 fatalities were recorded by province as follows: one in Newfoundland, three in Nova Scotia, 15 in New Brunswick, 33 in Québec, 53 in Ontario, 13 in Manitoba, six in Saskatchewan, 20 in Alberta, 29 in British Columbia and one in the Yukon and Northwest Territories. A revised total of the number of fatalities that occurred in the fourth quarter of 1970 will be published in the August 1971 issue of The Labour Gazette.

A countervailing force



"A balance of bargaining power in the construction industry can only be achieved in one of two ways. Either the unions become weaker, or the employers become stronger." These alternative solutions were put forward by Donald Lanskail, President of the British Columbia Pulp and Paper Industrial Relations Bureau in an address to a labour relations session of the Canadian Construction Association's annual convention in Toronto in January. Mr. Lanskail and four other speakers described how construction companies in Alberta, British Columbia, Ontario and Québec have banded together to bargain with unions.

Lanskail maintained that there is no sign that unions are weakening, and he called for the creation of a countervailing force by management in the construction industry. "Employers must band together and create the tools they require for self-protection—collective bargaining expertise, strike insurance, lockout procedures. The very existence of an effective defence will have a strong tendency to make its use unnecessary." This united front, he said, would enable contractors to have more control over the level of wages, and help them to reduce "featherbedding" and improve the efficiency of the industry. "Another potential benefit of a balanced relationship between the industry and unions would be a better climate, and a chance to develop more mature ways of settling differences."

During 1970, Alberta, British Columbia and Ontario enacted legislation providing for registration in Alberta, and accreditation in the other two provinces, of employers organizations, conferring on such organizations exclusive bargaining rights on behalf of their members (LG, Feb. p. 100). Québec passed similar legislation in 1969 (LG, Feb. 1970, p. 120). What follows are descriptions of the experiences of management associations in the four provinces.

British Columbia

The Construction Labour Relations Association of British Columbia was accredited in July 1970 as the exclusive bargaining agent of its members. "A broader form of accreditation—that is, one that would bind all employers—was denied by the provincial Government on the grounds that this would eventually lead to a closed union shop throughout the province and would eliminate freedom of choice," reported CRLA Vice-President E. D. Sutcliffe, of Vancouver.

Here is what Mr. Sutcliffe thinks that the CLRA has accomplished: More than 660 contractors representing 75 per cent of the man-hours worked in B.C. construction set aside their differences and joined the CLRA.

"We have achieved accreditation, although only partial. We have found that legislation, although important, is not effective without the determination and desire of the contractors to put their house in order." Sutcliffe said also that the Association came through a three-month-long strike and lockout last summer with more members at the end of it, "without capitulation to the unions, and with good relationships with the unions leaders."

He admitted that wage increases were large in the recently completed negotiations, but he asserted that the percentage increases are not in excess of averages for manufacturing and service industries. "We have made a start in such matters as common expiry dates; multi-trade, multi-employer bargaining, and uniformity in fringe benefits and working conditions." And there is the possibility of an in-depth study, with the union and under Government surveillance, of relative skills, training and rates of pay for various trades.

The CLRA clients have recognized the importance to the export-oriented economy of what is being done, with "the result that we have attracted strong client support, the importance of which I cannot over-emphasize." Sutcliffe believes that the whole bargaining climate can be changed by the CLRA and the building trades unions. "There will always be friction; there will always be grievances, arbitrations and maybe even strikes. But some system must and can be worked out to reduce the friction and short-circuit strikes."

Québec

The 1969 Québec legislation recognized two employee and five employer associations for bargaining in the provincial construction industry. The construction associations are: The Québec Construction Federation; the Québec Housebuilders Association; the Québec Road Builders Association; the Corporation of Master Electricians of Québec; and the Corporation of Master Pipe-Mechanics of Québec.

The main problem seen in negotiations was that "five people acting as spokesmen at the same bargaining table just does not work," reported Raymond Dicaire, Vice-President of the Québec Construction Federation. He hopes that a way will be found to reduce the number to one spokesman.

But management "came out of these negotiations with many gains," said Mr. Dicaire. They are: an average wage settlement of less than 6 per cent a year for the Montreal region; a three-year agreement that includes a no-strike clause; an almost complete elimination of jurisdictional disputes; a provincial agreement for all trades; and a standardization of working conditions and trade definitions that allows a greater mobility for the employers in their operations and a stronger employer representation at the bargaining table.

Dicaire hopes, that, in the future, government intervention can be avoided in order to prevent the construction industry from becoming completely government controlled. He said that management realized that the size of the bargaining units involved, the importance of the economic impact of strikes and lockouts when large numbers of employees and employers are involved, "as well as a desire by government officials to go into sectorial negotiations in the province of Québec have been major reasons for these interventions." But a dictated settlement, he said, will certainly "not be in accordance with the desires of the parties."

Dicaire indicates that, among the five employers' groups, only the Québec Construction Federation has the structure, experience and representation necessary to validly and completely assume the role of construction industry spokesman in Québec. Therefore, a single representative for management should be recognized. "Another avenue that we should explore is the one of a separate organization that would deal strictly with labour relations and would not get involved at all in the other functions performed by the five present associations."



Ontario

The new Ontario law permits accreditation of employers' organizations for bargaining. "However, the physical mechanics of any body achieving accreditation is likely to take some considerable time and a great deal of organization," reported W. S. Burnside, President of the Ontario Federation of Construction Associations. He said that management in the Ontario construction industry is faced with the problem of how best to implement the law. He suggested three procedures: complete horizontal accreditation; complete vertical accreditation; or a combination of the two.



Horizontal accreditation, said Mr. Burnside, would mean that local associations would become accredited organizations in a given area for a number of trades. "A complete horizontal accreditation would mean that the bargaining for all trades in a given sector of the industry within a clearly defined area would be carried out by one single body." Vertical accreditation would mean that, in a given sector of industry, all trades would bargain separately with all employers throughout the province for a single province-wide contract for that trade. Vertical accreditation, Burnside said, would not necessarily mean identical wage rates or working conditions in each location. One basic agreement could govern a trade throughout the province, but have appropriate clauses and conditions for each area.

A combination of horizontal and vertical accreditation could mean that employers of certain trades "who are at this time reasonably well organized would become accredited bodies on a provincial basis and would carry out all bargaining for one particular trade on a provincial basis, and that other trades, who are organized through local associations, would be handled by the local associations becoming accredited for the various trades that were not able, or did not wish to proceed with bargaining on a provincial basis."

Burnside said that the Ontario Federation of Construction Associations is studying the three schemes but is leaning to vertical accreditation. This is because employers associations dealing with such tradesmen as plumbers, steamfitters, electricians and structural steel workers are well organized now. Rather than lose this position, it would be better to organize other trades on a similar basis, and to strengthen and integrate into provincial bargaining units some of the stronger trades that now bargain at a local level. Consequently, according to Burnside, "the apparent direction in which organization for accreditation in the Province of Ontario should be moving is in the direction of: having those employers organizations, who are already organized on the provincial basis, strengthen themselves to be complete bodies capable of representing their particular trade throughout the Province of Ontario" and having "employers organizations who are not now ready for such provincial bargaining, commence immediately to organize themselves in such a manner as to achieve provincial accreditation for their own craft trades."

Alberta

Alberta's new legislation "covers all employers in a given jurisdiction, without regard as to whether or not they hold membership in the registered association," reported Alberta Construction Association President E. S. Easton. Accreditation in Alberta is called registration. When the law was passed, there was no vehicle that could carry out multi-trade, multi-party bargaining. So the Alberta Construction Labour Relations Association was formed in October 1970. The present role of this association is: to be the registered bargaining agent for certain groups; to assist those groups who wish to be registered as a provincial or local trade association to gain registration; and to assist in and co-ordinate all labour negotiations that are currently being carried on in Alberta, including the supplying of chairmen to negotiating committees. Mr. Easton declared that the Association's "role in the future will be that of the registered association for all contractor groups in a multi-trade, multi-party negotiation, handling all matters of labour relations for its members."

Arbitration's impact in Ontario hospitals

Ontario's Hospital Labour Disputes Arbitration Act should either be changed or abolished, say most unions in the hospital industry. They allege that compulsory arbitration has resulted in a reduction in the effectiveness of the collective bargaining process, protracted delays in settling contracts, and an ever-expanding disparity between hospital wages and those in other industries. Some of these complaints are supported in a study by the Ontario Department of Labour of the impact of the arbitration act.

The Act was passed in 1965 (LG 1965, p. 1176), following a Royal Commission inquiry into a strike at a Trenton, Ont., hospital. The legislation was designed to guarantee uninterrupted hospital care by providing for compulsory arbitration. Despite the banning of strikes, strike threats and several short walkouts have occurred during the past two years.

In the two years before arbitration, about half of the settlements were made at the pre-conciliation stage and about 25 per cent at the conciliation stage. Of the remaining 25 per cent, half were settled by conciliation boards and half in post-conciliation bargaining. Two strikes occurred. In the three years after the act was passed, disputes that went beyond the conciliation stage remained at about 20 per cent of the total. But since

August 1968, the number of contracts settled after the conciliation stage increased by about 15 per cent. Part of the reason for this was the budget guidelines set by the Ontario Hospital Services Commission.

The study shows, however, that **as of 31 July 1970, there were 80 opportunities for the same two parties to have more than one contract settled by arbitration. In 30 per cent of these cases, arbitration was used a second time.** "Compared to the incidence of arbitration for all disputes, this finding indicates that there is some increase in the likelihood of two parties resorting to arbitration once this method of dispute settlement has been used. It suggests also some long-term growth in the use of arbitration," the study says. The study indicates that wage rates seem to be the major reason why the parties resort to arbitration.

Both employers and unions had objected to compulsory arbitration on the grounds that it would delay contract settlements. The study says that this has been the case. The delays have been caused mainly by problems in selecting chairmen of arbitration boards, arranging hearings and executive sessions, and writing the awards. The significance of the delays is more apparent when looking at the duration of new contracts. Most awards said that the agreement would be for at least one year "from the date of its execution, rather than from the expiration of the previous agreement or the date that the hospital received the union's notice of desire of bargaining following certification. Consequently, the unions were forced to accept contract terms that were binding for a period of time considerably longer than one year."

An analysis of wages in the study showed that arbitration has not narrowed wage rate differentials in the hospital industry between economic regions, between major cities, within economic regions or within major cities. **"Intentionally or not, awards and voluntary settlements since 1965 have resulted in the maintenance or widening of wage rate differentials compared to those that existed prior to arbitration."**

When hospital wages are compared with industry wages, however, the study finds that "it is difficult to assign any direct or even indirect role to arbitration in changing the relationship of wages in hospitals to those in general industry. Between 1963 and 1969, most hospital employees obtained wage increases that matched or slightly exceeded the average increases won by employees in roughly comparable occupations in other industries. Also, it appears that during the same period, hospital increases were substantially larger than those for highly comparable non-hospital occupations in the hotel industry."

Price indexes

Consumer, January

The consumer price index (1961 = 100) increased by 0.4 per cent to 130.3 in January from 129.8 per cent in December. This was the largest monthly rise since July 1970 and it brought the index to a level 1.6 per cent higher than that of a year ago. Between December and January, all major index components registered increases, with the exception of clothing, which declined in response to midwinter sales, and health and personal care, which was unchanged.

Among components that registered increases, **the food index advanced 0.7 per cent**, and the housing index increased 0.5 per cent because of higher shelter and household operation prices. The tobacco and alcohol index rose 0.5 per cent, mainly because of increased cigarette prices. Higher newspaper subscription rates were responsible for an increase of 0.4 per cent in the recreation and reading index. The transportation component advanced 0.2 per cent.

The food index rose 0.7 per cent to 126.5 from 125.6, and was 2.8 per cent below its level of a year ago. Restaurant meal prices increased 0.3 per cent, and the level of prices for food consumed at home increased 0.8 per cent.

Higher prices were recorded for many items—especially for beef, poultry and fresh produce. The retail price of beef rose 3.9 per cent, and of chicken, 4.3 per cent. Partially offsetting these increases, pork prices declined 1.8 per cent to reach their lowest level since 1965, and almost 20 per cent below that of a year ago. Among produce items, the price of vegetables and fruits in-

creased 1.5 per cent. Higher quotations for cabbages, potatoes, carrots, onions and celery outweighed a decline for tomatoes. Higher prices for fresh fruits offset reductions on a number of canned fruits and juices. Among staple foods, bread, butter and fresh milk prices recorded fractional increases, and egg prices declined 1.2 per cent to a level nearly 28 per cent below that of a year ago. Among miscellaneous groceries, jelly powders rose in price 6.5 per cent and infants' food 2.9 per cent. Price increases of about 2 per cent were registered for sugar, flour, cake, soup and chocolate bars; soft drink prices advanced nearly 1 per cent.

The housing index increased 0.5 per cent to 134.1 from 133.4, and was 4.7 per cent above its January 1970 level. Shelter prices advanced 0.7 per cent, with the home-ownership element continuing to increase more rapidly than that for tenants. Home-ownership prices rose 1.0 per cent because of increases in mortgage interest costs, new house prices and repairs. Rents advanced 0.2 per cent. The household operation component rose 0.3 per cent, mainly as a result of higher prices for floor coverings and household services. Price increases of 2.3 per cent for linoleum and 0.9 per cent for carpets moved the floor coverings index up 1.3 per cent, its largest monthly increase since 1963.

Among household services, telephone prices increased 2.1 per cent as a result of rate changes in Ontario and Québec. Higher wage rates for household help were recorded in a number of cities. The fuel price index advanced 0.5 per cent because of higher domestic gas rates in Winnipeg and Montreal and increased fuel oil prices in Vancouver. The household supplies index was unchanged as higher prices for scouring powder and toilet paper offset specials on laundry detergents, bleaches and light bulbs. Price declines were recorded for furniture, 0.7 per cent; household textiles, 0.2 per cent; and utensils and equipment, 0.1 per cent.

The clothing index declined 0.7 per cent to 127.0 from 127.9, and was 1.2 per cent higher than in January 1970. Price decreases of 1.1 per cent for men's wear, 1.0 per cent for women's wear, and 1.4 per cent for children's wear, reflected midwinter sales on many items. For men's wear, overcoats, sweaters and ski parkas each decreased by about 5 per cent; seasonal price reductions caused a decrease of over 6 per cent for boys' parkas and sports shirts. Sale prices for coats, skirts and sweaters contributed to the reduction in the women's wear index. The piece goods index advanced 0.3 per cent due to higher prices for woollen dress material in Ottawa and Vancouver. The footwear index increased 0.1 per cent, but was 3.9 per cent higher than a year earlier.

The transportation index rose 0.2 per cent to 126.4 from 126.1, and was 3.0 per cent higher than it was a year ago. An increase of 0.3 per cent in the automobile operation component was caused mainly by a rise in gasoline prices in some Ontario and Prairies cities. In the public transportation sector, inter-city train fares increased seasonally by 4.2 per cent; and local bus and taxi fares increased in Hull, Qué.

The health and personal care index remained unchanged from the December level of 140.7. Increases in dentists' fees in British Columbia offset a general 0.2 per cent decrease in personal-care supplies prices. Among toiletry items, price declines for cleansing tissues, 2.5 per cent,

The tobacco and alcohol index advanced 0.5 per cent to 127.0 from 126.4 because of an increase of 1.2 per cent in the tobacco component. It was 0.4 per cent higher than it was a year ago. Cigarette prices rose in all major Canadian cities. The average 1.3 per cent rise was attributable to higher manufacturers' selling prices.

City consumer, January

The consumer price index (1961 = 100) increased in seven regional cities and city combinations, was unchanged in two, and declined in one. The movements ranged from a 0.3 per cent decline in Halifax to an increase of 0.5 per cent in Montreal and Toronto.

In all cities except Saskatoon-Regina, food indexes increased. Mixed movements were registered for housing indexes, and most clothing indexes declined as a result of midwinter sales. Seasonally higher train fares and price increases for automobile operation items resulted in increases in all transportation components. A 1.1 per cent advance in the Vancouver health and personal care index reflected increased dentists' fees; the health and personal care indexes for other cities registered minor advances and declines in response to price changes for toiletry items. All recreation and reading indexes were unchanged except in Montreal, where higher newspaper home delivery rates pushed the index up 0.8 per cent. Tobacco and alcohol indexes increased in all cities as higher manufacturers' selling prices for cigarettes were reflected in price increases at the retail level.

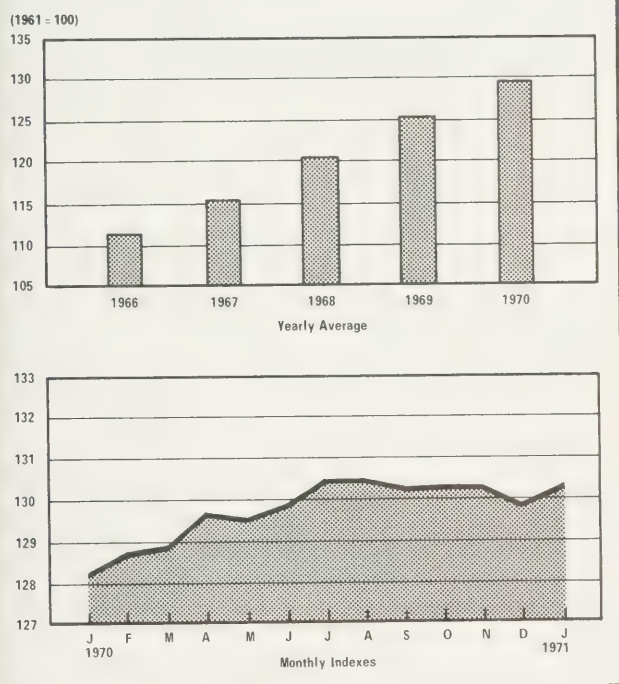
Other price index changes were: Montreal +0.6 to 124.4; Toronto +0.6 to 126.7; Winnipeg +0.5 to 126.8; St. John's +0.4 to 120.5; Vancouver +0.4 to 124.5; Ottawa +0.3 to 127.5; Edmonton-Calgary +0.2 to 126.4; Saint John unchanged at 122.6; Saskatoon-Regina unchanged at 121.6; Halifax -0.4 to 123.6.

Wholesale

The general wholesale index (1935-39 = 100) advanced 0.6 per cent in January to 285.6 from the revised December 1970 index of 283.9. It was 0.8 per cent lower than the January 1970 index of 287.8. Six of the eight major group indexes were higher, and two declined.

The wood products group index rose 1.2 per cent in January to 377.7 from 373.4 on higher prices for newsprint, cedar and spruce. An increase of 1.1 per cent to 243.0 from 240.3 in the vegetable products group index was mainly attributable to price increases for sugar and its products, tobacco, bakery products, tea, coffee and cocoa and potatoes. Higher prices for livestock, fishery

Consumer Price Index



and toilet soap, 0.7 per cent, outweighed price increases for toothpaste, 1.6 per cent, and razor blades, 0.4 per cent.

The recreation and reading index increased 0.4 per cent to 134.2 from 133.6, and was 4.8 per cent higher than in January 1970. The latest increase was the result of a 2.7 per cent rise in newspaper subscription prices, with home delivery rates increasing in a number of cities in eastern and central Canada. Newspaper prices were 15 per cent above the January 1970 level.



products, fresh meats, and milk and its products were responsible for an increase of 1.0 per cent to 317.1 from 313.9 in the animal products group index. The textile products group index advanced 0.4 per cent to 257.8 from 256.8, mainly on higher prices for cotton fabrics. The iron products group index rose fractionally to 312.0 from 311.6, and the non-metallic minerals products group index to 221.5 from 221.3.

The non-ferrous metals group index declined 1.0 per cent to 259.9 from 262.5 on lower prices for copper and its products, and for lead and its products. The chemical products group index was down 0.3 per cent to 229.1 from 229.7 on price decreases for soap and detergents.

U.S. consumer, January

The United States consumer price index (1967=100), seasonally adjusted, rose 0.3 per cent in January, a smaller increase than in December, but the same as that recorded in November.

The major price developments in January included declines in the cost of used cars, clothing and some grocery items. These were more than offset by increased prices

for services of all kinds. Among the services whose prices increased the most were medical care, insurance, home maintenance, utilities and public transportation. Prices of meat, fresh fruits and vegetables declined, and those of eggs and dairy products increased.

The publication of the January index marked the first time that the index had been calculated on the new, updated base of 1967 prices. For the last decade, it had been based on prices in the years 1957-59. In putting the index on a more modern base, which is done every 10 years, the Bureau of Labor Statistics recalculates some of the previously published figures so that historical comparisons are still possible.

British retail, November

The British index of retail prices (16 January 1962 = 100) was 144.0 compared with 143.0 at October 20 and 133.5 at 18 November 1969.

Food: The index for items of food whose prices show significant seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 132.0, and that for all other items of food was 145.0. Increases in the average prices of eggs, biscuits, cakes, butter and chicken were partly offset by reductions in the average prices of lamb, beef and Brussels sprouts. The index for the food group as a whole was 142.4 compared with 141.4 in October.

Alcoholic drink: As a result of increases in the average price levels of beer and spirits, the index for the group as a whole rose to 145.8 from 144.4 in October. **Tobacco:** Increases in the prices of nearly all brands of cigarettes were responsible for an increase of 1.5 per cent in the group index, which rose to 138.2 from 136.2 in October.

Transport and vehicles: Mainly because of increases in the average price levels of petrol and second-hand cars, the index for this group advanced to 137.6 from 135.9 in October.

Services: Because of rises in the average levels of charges for services such as laundering, shoe repairing, hair-dressing and watch repairing, the index for the services group as a whole increased to 158.7 from 158.1 in October.

Meals bought and consumed outside the home: There was an increase of 0.5 per cent in the average level of prices in this group. The index rose to 150.7 from 149.9 in October.

Unemployment insurance report

A total of 356,000 initial and renewal claims for benefit were filed in December. This represented an increase of 152,000 or 75 per cent over the volume of claims filed during November. In 1969 there were 82 per cent more claims filed in December than in November. The greater volume of initial claims can be attributed to the commencement of the seasonal benefit period in December. There were 55,000 or 18 per cent more claims filed in December this year than one year ago. In the

four Atlantic provinces, the December claim load was more than double that of November. The relative increases were lowest in the three Prairie provinces.

More than 672,000 claimants were registered for unemployment insurance benefit at the end of December. This was 191,000 or 40 per cent more than at the end of November and 135,000 or 25 per cent more than a year ago. The November-to-December month-end increase is associated with the commencement of the seasonal benefit period. In 1969 there were 54 per cent more claimants registered at the end of December than one month earlier.

More than half of the claimants came on claim during the month, i.e. they were in the 1 to 4 weeks-on-claim category. Three-quarters of these were males. Males accounted for only 60 per cent of those who had been on claim for more than 4 weeks. Since the end of November the proportion of males rose from 64 per cent to 70 per cent of the claimant population. As with claims filed, proportionately large increases in the claimant population occurred in the Atlantic provinces.

The average weekly estimate of beneficiaries was 337,000 in December, 268,000 in November and 195,000 in December 1969. For these three months benefit payments were \$60.2 million, \$37.6 million and \$33.1 million respectively. Average weekly benefit payments were: \$35.74 in December; \$35.00 in November and \$33.86 in December 1969.

Summary Table

Summary Table

Activity	Dec. 1970	Nov. 1970	Dec. 1969	Cumulative Data	
				January to Dec. 1970	12 months ending Dec. 1970
(in thousands)					
Insured population at end of month.....	—	5,626	5,638	—	—
Initial and renewal claims filed:					
Total.....	356†	204†	301†	2,261	2,261
Initial.....	272	148	231	1,679	1,679
Renewal.....	85	55	69	582	582
Claimants currently reporting to local offices.....	672	480	537	541*	541*
Beneficiaries (weekly average).....	337	268	195	385*	385*
Weeks compensated.....	1,685	1,074	976	19,817	19,817
Benefit paid.....	60,239	37,583	33,060	695,222	695,222
Average weekly benefit.....	\$35.74	\$35.00	\$33.86	\$35.08	\$35.08

* Monthly average.

† Discrepancy between totals and subtotals due to rounding.

Conciliation

During February the Minister of Labour appointed conciliation officers to deal with the following disputes:

National Harbours Board, Halifax, N.S., and International Longshoremen's Association, Local 1843 (Conciliation Officer: R. L. Kervin).

Defence Construction (1951) Limited, (employees at Nanaimo, B.C.) and Public Service Alliance of Canada (Conciliation Officer: K. Hulse).

Defence Construction (1951) Limited, (employees at Courcellette, Qué.) and Public Service Alliance of Canada (Conciliation Officer: K. Hulse).

Transports Desgagnés Inc., Charlevoix, Qué., and Seafarers' International Union of Canada (Conciliation Officer: R. G. Dorion).

Québec Cartier Mining Company, Port Cartier, Qué., and Seafarers' International Union of Canada (Conciliation Officer: R. G. Dorion).

The Newfoundland Broadcasting Company Limited (Radio and Television stations CJON, CJOX, CJCJN) St. John's, Nfld., and National Association of Broadcast Employees and Technicians (Conciliation Officer: W. J. Gillies).

CTV Television Network Ltd., Toronto, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: H. A. Fisher).

Robin Hood Flour Mills Limited, Saskatoon, Sask., and Local P342, Canadian Food and Allied Workers, chartered by Amalgamated Meat Cutters and Butcher Workmen of North America (Conciliation Officer: A. E. Koppel).

CKJL Radio-Laurentides Inc., St-Jérôme, Qué., and le Syndicat des Journalistes de Montréal Inc. (Conciliation Officer: S. T. Payne).

General Aviation Services Ltd., Winnipeg International Airport and International Association of Machinists and Aerospace Workers, Spitfire Lodge 741 (Conciliation Officer: A. E. Koppel).

Bulk Carriers Limited, Cooksville, Ont., and General Truck Drivers Union, Local 938, Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Transport Drivers, Warehousemen and Helpers Union, Local 106 (Conciliation Officer: K. Hulse).

The Canada Coach Lines Limited, Hamilton, Ont., and Amalgamated Transit Union, Division 107 (Conciliation Officer: H. A. Fisher).

National Harbours Board, Port of Québec, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (representing general operations, maintenance and cold storage warehouse employees) (Conciliation Officer: S. T. Payne).

Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Lodge 764, International Association of Machinists and Aerospace Workers (Conciliation Officer: D. H. Cameron).

Yukon Builders Exchange & Contractor's Association (representing Yukon Enterprises Ltd. and Yukon Ready Mix Company) Whitehorse, Y.T., and Building Material, Construction and Fuel Truck Drivers Union, Local 213 (Conciliation Officer: G. W. Rogers).

Maple Leaf Mills Limited, Medicine Hat, Alta., and Local P511, Canadian Food and Allied Workers, chartered by the Amalgamated Meat Cutters and Butcher Workmen of North America (Conciliation Officer: A. A. Franklin).

Nation Wide Interior Maintenance Co. Ltd., Montréal, Qué., and Building Service Employees' Union, Local 298-QFL (Conciliation Officer: S. T. Payne).

Porter Shipping Ltd., Toronto, Ont., and Seafarers' International Union of Canada (Conciliation Officer: K. Hulse).

Cadwell Marine Limited, Niagara Falls, Ont., and Seafarers' International Union of Canada (Conciliation Officer: K. Hulse).

Harbour Ferries Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: G. W. Rogers).

Settlements by conciliation officers

Western Cartage and Storage (1962) Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: A. A. Franklin) (LG, April, p. 267).

Speedy Storage and Cartage Limited, Lethbridge, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: A. A. Franklin) (LG, April, p. 267).

Chapman Transport Limited, Kelowna, B.C., and General Truck Drivers and Helpers Union, Local 31, and General Teamsters Union, Local 181 (representing operating and maintenance employees) (Conciliation Officer: G. W. Rogers) (LG, March, p. 194).

Chapman Transport Limited, Kelowna, B.C., and General Truck Drivers and Helpers, Local 31, and General Teamsters Union, Local 181 (representing office and clerical employees) (Conciliation Officer: G. W. Rogers) (LG, April, p. 268).

Canadian National Barge & Ferry Services, Okanagan Lake, B. C., and Canadian Merchant Service Guild (Conciliation Officer: G. W. Rogers) (LG, March, p. 194).

CP Air, Vancouver International Airport, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (representing clerical employees in accounting office, Vancouver, B.C.) (Conciliation Officer: D. H. Cameron) (LG, Feb., p. 122).

Boyd's Express Limited, Montréal, Qué., and Transport Drivers, Warehousemen and Helpers Union, Local 106 (Conciliation Officer: R. G. Dorion,) (LG, Feb., p. 122).

Canadian National Hotels Limited (Macdonald Hotel) Edmonton, Alta., and International Union of Operating Engineers, Local 857 (Conciliation Officer: A. A. Franklin) (LG, Jan., p. 46).

Baton Broadcasting Limited (CFTO-TV) Agincourt, Ont., and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local 873 (Conciliation Officer: H. A. Fisher) (LG, Jan., p. 46).

Conciliation boards appointed

Eastern Telephone and Telegraph Company, Sydney Mines, N.S., and International Brotherhood of Electrical Workers, Local 2096 (LG, Feb., p. 122).

Nordair Limited, Montréal International Airport, and International Association of Machinists and Aerospace Workers, Lodge 2309 (representing flight attendant personnel) (LG, April, p. 267).

Channel Seven Television Limited (CJAY-TV), Winnipeg, Man., and National Association of Broadcast Employees and Technicians (LG, March, p. 194).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in January to deal with a dispute between Federal Grain Limited, Manitoba Pool Elevators, National Grain (1968) Limited, Parrish & Heimbecker Limited, Richardson Terminals Limited, Saskatchewan Wheat Pool, United Grain Growers Limited, Westland Elevators Limited, and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (LG, April, p. 268) was fully constituted in February with the appointment of Thomas C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Dr. Eric G. Taylor, Toronto, and union nominee Douglas Fisher, Kanata, Ont.

The Board of Conciliation and Investigation established in January to deal with a dispute between Northern Electric Company Limited (installation western region) and Communications Workers of America (LG, April, p. 268) was fully constituted with the appointment of Thomas C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee S. E. Dinsdale, Q.C., Toronto, and union nominee William Walsh, Hamilton.

Conciliation board reports received

Canadian Broadcasting Corporation and Association of Radio and Television Employees of Canada (LG, Nov. 1970, p. 795). (Full text appears in Supplement No. 2, 1971).

Québec North Shore and Labrador Railway Company, Sept-Iles, Qué. (dispatchers and crew clerks) and United Transportation Union (LG, Oct. 1970, p. 730). (Full text appears in Supplement No. 3, 1971).

Dispute lapsed

National Feeds Limited, Abbotsford, B.C., and Retail Wholesale and Department Store Union, Local 470 (LG Nov. 1970, p. 795).

Dispute settled after board procedure

Buffalo and Fort Erie Public Bridge Authority and General Truck Drivers' Union, Local 879 (LG, March, p. 195).

Strike action

Canadian Broadcasting Corporation and Canadian Union of Public Employees (There were walkouts by employees located at various CBC centres across the country during the period February 4-19.) (LG, April, p. 268).

Certification

The Canada Labour Relations Board met for six days during February. It granted seven applications for certification and rejected four. During the month, the Board received eight applications for certification and one request for review of an earlier decision.

Applications for certification granted

Fuel, Bus, Limousine, Petroleum Drivers & Allied Employees, Local 352, Miscellaneous Workers, Wholesale and Retail Delivery Drivers and Helpers, Local 351, Cartage and Miscellaneous Employees Montreal and Vicinity, Local 931, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of sales agents employed in Canada by Pan American World Airways Inc., Toronto, Ont. (LG, Mar., p. 193).

Le Syndicat des Journalistes de Montréal Inc. (CSN) on behalf of a unit of employees employed by Supravox Corporation Limitée, Montréal, Qué. (LG, Jan., p. 50).

Le Syndicat des Journalistes de Montréal Inc. (CSN) on behalf of a unit of employees of CJTR Radio Trois-Rivières Limitée, Trois-Rivières, Qué. (LG, Jan., p. 50).

International Union of Operating Engineers, Local 115, on behalf of a unit of loaders employed aboard the self-loading log barge "Island Forester" by Island Tug and Barge Limited, Vancouver, B.C. (LG, Feb., p. 121). The application was granted to amend an existing certificate to include the employees applied for (LG 1967, p. 642).

International Association of Machinists and Aerospace Workers on behalf of a unit of seven security patrolmen employed at Vancouver International Airport by Canadian Pacific Air Lines, Limited, Vancouver, B.C. (LG, Feb., p. 121).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of drivers, garage

employees and helpers employed by Maurice Guillette Inc., St-Gregoire, Comté Nicolet, Qué. (LG, Mar., b. 193).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of bus drivers employed by Trailways of Canada Limited, Willowdale, Ont. (LG, Mar., p. 193).

Applications for certification rejected

Le Syndicat des journalistes de Montréal Inc. (CSN), applicant, and La Société d'Electronique Nortel Limitée, Montreal, Qué., respondent (LG, Jan., p. 50). The application was rejected because the unit applied for is not appropriate for collective bargaining.

Le Syndicat des Journalistes de Montréal Inc. (CSN), applicant, and CJMS Radio-Montréal Limitée, Montréal, Qué., respondent (LG, Jan., p. 50). The application was rejected because the applicant did not have as members a majority of the employees in the unit which the Board found to be appropriate for collective bargaining.

Le Syndicat des Journalistes de Montréal Inc. (CSN), applicant, and Radiodiffusion Mutuelle Limitée, Montréal, Qué., respondent (LG, Jan., p. 50). The application was rejected because the applicant did not have as members a majority of the employees in the bargaining unit which the Board found to be appropriate for collective bargaining.

International Association of Machinists and Aerospace Workers, applicant, Canadian Autocare Limited, Ottawa, Ont., respondent, and Raymond J. Tugwell, et al., interveners, (LG, Apr., p. 266). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

Applications for certification received

National Association of Broadcast Employees and Technicians on behalf of a unit of employees of CHLT Radio Sherbrooke Ltée, Sherbrooke, Qué. (Investigating Officer: S. T. Payne).

National Association of Broadcast Employees and Technicians on behalf of a unit of employees of CHLT Télé-7 Ltée, Sherbrooke, Qué. (Investigating Officer: S. T. Payne).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of employees of Western Terminals Limited, Cornerbrook, Nfld., engaged in the loading and unloading of railway cars and vessels (Investigating Officer: W. J. Gillies).

International Union of Operating Engineers, Local 115, on behalf of a unit of employees of RivTow Straits Limited, Vancouver, B.C., engaged in the operation of self-loading log barges (Investigating Officer: A. A. Franklin).

Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of railway operating employees employed by The British Yukon Railway Company, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

L'Association des pilotes et agents juniors on behalf of a unit of pilots and agents employed by Air Gaspé Inc., Havre de Gaspé, Qué. (Investigating Officer: R. Dorion).

United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of carpenters, carpenter apprentices and carpenter foremen employed in the Northwest Territories by A. V. Carlson Construction Ltd., Edmonton, Alta. (Investigating Officer: G. W. Rogers).

Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Metropolitan Provincial (1967) Inc., Montréal, Qué. (Investigating officer: S. T. Payne).

Request for review under Sec. 61(2) of the Act

The Board received a request from Le Syndicat des Employés de l'Aluminium du Canada Division Transport Port-Alfred seeking amendment of certain orders issued by the Board certifying it as bargaining agent of employees employed in various bargaining units at Port-Alfred, Qué. by Saguenay Terminals Limited/Terminus maritime du Saguenay Ltée (the employer now being Aluminium du Canada, Ltée).

General topics

Employment review

Total employment in January, not adjusted for seasonality, was 7,668,000, a decrease of 123,000 from the December 1970 level. This seasonal reduction was below normal because of strength in part-time employment, especially among women. Compared with January 1970, employment was 169,000 or 2.3 per cent higher. The actual estimates of unemployed persons (not seasonally adjusted) rose from 538,000 in December to 668,000 in January—an increase of 130,000—and a yearly increase of 183,000. The labour force increased by 7,000 to 8,336,000 in January and was 352,000 or 4.4 per cent higher than in January 1970.

The seasonally adjusted rate of unemployment fell from 6.6 in December to 6.2 in January; the unadjusted unemployment rate rose from 6.5 to 8.0. (Seasonal adjustment is an analytical method for removing the effects of normal seasonal fluctuations from the data.)

Employment

There was an increase of 44,000 in the number of persons employed in community, business and personal services. Seasonal decreases were less than usual in agriculture, 11,000, and larger than usual in construction, 57,000. The reductions in trade, 52,000, transportation, communication and other utilities, 23,000, and manufacturing, 20,000, were about normal. Employment for women aged 25 and over increased by 11,000 between December and January. The seasonal declines in employment for men 25 years and over, 64,000, and for persons of both sexes, aged 14-24, 72,000, were both less than average.

Employment on a seasonally adjusted basis advanced 1.4 per cent to 8,006,000. Most of the increase was in part-time work. There were increases in all regions, with an exceptionally strong advance, 3.8 per cent, in the Atlantic region.

Unemployment

There was an increase of 130,000 in the number of persons unemployed between December and January. In absolute terms the increase was large, but in percentage terms the rise was the smallest since December 1958-January 1959. Compared with January 1970, unemployment among persons of both sexes, aged 14-24, increased by 78,000; among men 25 years and over, 81,000; and among women 25 years and over, 25,000. The largest percentage increase in total unemployment between January 1970 and January 1971 was in Ontario followed by the Prairie region, British Columbia and Québec. The yearly increase in the Atlantic region was much smaller than in other regions.

The seasonally adjusted rate of unemployment declined from 6.6 in December to 6.2 in January, its lowest level since last May. The largest increase was among men 25 years and over. The Ontario rate continued to advance in January, and the rates for Canada and all other regions declined. The recent downward trend continued in January in the Prairie region and British Columbia and resumed in January in the Atlantic region and Québec.

U.S. employment

Unemployment in January was 5,400,000 compared with 4,600,000 in December. The seasonally adjusted rate of unemployment was 6.0 per cent compared with 6.2 per cent in December on a revised annual computation; the actual rate of unemployment was 6.6 per cent compared with 5.9 per cent in December. The civilian labour force was 82,652,000.

Unemployment insurance fund

During January 1971, 24,939 investigations were completed across Canada. Of these, 14,805 were on-premises investigations and 1,670 were selective investigations to verify the fulfilment of statutory conditions. The remaining 558 formal investigations and 7,906 post audit investigations concerned claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,028. Prosecutions were begun in 228 cases, all against claimants. This does not include employer prosecutions conducted by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in January totalled \$54,522,611.09 compared with \$51,124,049.92 in December and \$55,878,447.94 in January 1970. **Benefits paid in January totalled \$85,712,900.75 compared with \$60,238,738.25 in December and \$76,500,419.58 in January 1970.** The balance in the Fund on 31 January 1971 was \$441,985,470.73 compared with \$473,175,760.39 in December and \$525,160,447.52 at the end of January 1970.

May credits

Joint Consultation for National Defence employees, p. 315, was extracted from an article published in **Teamwork in Industry** by the Department's Labour-Management Consultation Branch.

The OECD and older workers, p. 313, originated with the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Employment fatalities, p. 317, are prepared by the Surveys Division of the Department of Labour's Economics and Research Branch. The fatalities covered in this review involve persons gainfully employed. They oc-

curred during the course of, or arose out of their employment, and they include deaths resulting from industrial diseases.

(Note: Statistics on employment fatalities are compiled from reports received from the provincial Workmen's Compensation Boards and other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that the coverage of such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the department's records because of lack of information in press reports. The number of fatalities that occurred during the period under review is usually greater than the article and tables indicate. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual and quarterly reviews.)

Unemployment insurance report, p. 325, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 328, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 326, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 295, 300, 303, 305, 307, 318, 319, 320, 324. ILO: p. 298. Andrews-Hunt Photography: p. 299. Murray Mosher: p. 309, 311, 312.

Decisions of the umpire

CUB 2992: The claimant applied for unemployment insurance benefits, stating that he was last employed as a ship's carpenter. He had been working for four years, but was laid off when the ship was completed. About four months after he applied, the area office of the Commission sent a notice to the claimant, telling him to report to their office for an interview. By telephone, the claimant's representative told them that the claimant couldn't report as he was in hospital.

The representative told them also that the claimant had entered a hospital in Canada one month after he was laid off; three months later, he was admitted to a hospital in the United States. He added that the claimant would be returning to his home in Canada within two months.

The insurance officer notified the claimant that he was disqualified from receiving benefit for the following reason: **"Payment of benefit is suspended while you are resident out of Canada."** This decision resulted in an overpayment of benefits of \$150.

In the appeal, the claimant's representative stated that, after his layoff, the claimant had become depressed, and that his illness may well have been the direct result of his unemployment and was most certainly accentuated by it. The claimant underwent a series of treatments in the psychiatric ward of the hospital. He continued on a program of prescribed medicine at home, but it became apparent that his condition was not greatly improved. The cure to the claimant's illness did not seem feasible without a treatment plan that recognized his religious needs. Such a treatment was not available in Canada, and this is the reason why he was admitted to a U.S. hospital that was not just a religious treatment centre but also a recognized institution for the mentally ill.

While in the Canadian hospital, and afterward at home the claimant's report cards to the Commission were filled out with the notation "sick," and were signed by him and this procedure was followed when he was transferred to the U.S. The claimant, his family, and his friends always considered that the claimant's residence was in Canada. According to his representative, the dictionary defined the word "resident" as "a person who resides or dwells in a place for a considerable time, makes one's home, lives," and he contended, therefore, that this definition did not apply to the claimant's temporary stay in the U.S. hospital.

By a majority, the board concluded that the claimant had not established entitlement to benefits while "residing outside" Canada. The board dismissed the appeal and the claimant appealed to the Umpire.

The umpire said: "The determination of this case depends on the answer to the question whether the claimant was 'resident, whether temporarily or permanently, out of Canada,' within the meaning of Sec. 64 of the Act. The word 'resident' is the principal word. The words 'temporarily' and 'permanently' are dependent upon that principal word. For the section to apply, there must first of all be the fact of residence. The use of the word 'temporarily' does not do away with the essential of residence, for a person may have a temporary residence, with or without a permanent residence. For example, a person with a permanent residence in Ottawa may also have a summer home in the country or a winter residence in Florida.

"We must therefore look to see what is the meaning of 'resident' as used in Sec. 64. The word is not defined in the Act, and there is no indication in the Act that the significance of the word is to be determined by reference to any particular facts or circumstances. It is to be construed according to its natural and ordinary import.

"In ordinary parlance, one does not speak of treatment in a hospital for a temporary period of treatment as being 'resident' there. I do not think that such a stay in a hospital comes within the meaning of the word in Sec. 64. The patient necessarily eats and sleeps there by reason of his illness and treatment, but that alone is not sufficient to constitute residence in that situation, as ordinarily understood. The present claimant had his home and residence in a Canadian community and did not become 'resident' in either hospital . . . Consequently Sec. 64 does not apply to disqualify the claimant from receiving benefit.

"That really disposes of the case, for the claimant had become entitled to receive benefit, and, subsequently, while otherwise so entitled, became incapacitated by reason of illness, and hence comes within Sec. 66 of the Act, which obviously dispenses with the requirement of proving capability and availability for work.

"For similar reasons, Sec. 169(1) of the regulations does not apply to the claimant's situation, for that section is founded, too, on residence out of Canada. Availability for work is also the criterion in that section and it is obviously not a criterion that is applicable to persons all in hospital.

"I am aware that, hitherto, as set forth in . . . the Insurance Adjudication Manual, a claimant leaving Canada for treatment outside of Canada while ill has been said to be subject to disqualification under Sec. 64 of the Act and not entitled to relief under Sec. 66. But in my opinion, that instruction is founded on a misinterpretation of the word 'resident' in Sec. 64. I must give the word the meaning that I think it has, and not perpetuate an error in interpretation in the manual."

The umpire therefore ruled that the appeal should be allowed and the disqualification removed.

Railway Arbitration

Four cases were dealt with by the Canadian Railway Office of Arbitration on 12 January 1971. Grievances were allowed in two cases and dismissed in the other two.

Case No. 256. Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over discipline assessed to a motorman.

A motorman was told to deliver a shipment to a retail store. The employees of the store's automotive division were on strike, but not the employees of the furniture and clothing division. The motorman refused to deliver the shipment, he would have had to cross a picket line. He was assessed 20 demerit marks for refusing to comply with his supervisor's instructions.

The arbitrator said that only if there was risk of harm to the motorman was he justified in refusing to make the delivery. The motorman said that he had received threatening telephone calls asking whether he would be crossing the picket line, and telling him that he would be a "scab" if he did. The arbitrator decided that "the fear of violence to himself or his family seems quite clearly not to have been the most compelling reason for his refusal to do his job . . . it was a matter of surmise that something might happen as the result of some unspecified but surely unlawful conduct on the part of some unknown person." He dismissed the grievance.

Case No. 257. Dispute between CN and the Canadian Brotherhood of Railway Transport and General Workers over language qualifications in an advertised position.

A position of motorman was advertised, containing the requirement that the applicant be able to deal with customers in English and French. The union said that this discriminated against senior unilingual employees and that the position should be re-advertised without the language requirement. The arbitrator said: "There was a valid business justification for requiring the successful applicant for the job to have that ability. The decision was a proper response to the needs of the community and to particular requests that had been made. The question to be determined is whether the company was entitled unilaterally to impose this as a requirement for the job."

The arbitrator stated that the requirement for language ability went beyond what might properly be required for an applicant for a motorman's position. "To require of a motorman that he be able to deal with customers in both French and English is, in my view, to impose a substantial additional qualification, and one that may well be said to amount to a change in the classification itself—or at least to take the particular job out of the agreed classification."

In reality, the company proposed a change or revision in the classification, and such changes should be subject to agreement between the company and the union. The arbitrator allowed the grievance, but he asked that the job be rebulletined without the language qualification. "If such ability is required, however, that is a matter to be negotiated pursuant to the agreement."

Case No. 258. Dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over an appointment to a clerk's position.

The grievor had worked as a Clerk Grade II for many years, but his position had been abolished. Subsequently he worked in a number of positions, in most cases unsuccessfully. When another clerical position opened up, the person chosen for the job was junior in service to the grievor. Upon reviewing the evidence, the arbitrator agreed that the grievor "was apparently qualified for the job in question. Being the senior applicant, he

was therefore entitled to the assignment, and to a period of up to 30 days in which to demonstrate his ability to perform it." He therefore allowed the grievance.

Case No. 259. An ex parte dispute between CP Rail and the United Transportation Union over the company's refusal to supply sleeping accommodation for some trainmen.

The company argued that the case was not arbitrable, as it had been brought to arbitration and then withdrawn. The union asked for a hearing of the dispute, but two weeks later it withdrew the request. Two months afterward, the union asked for another hearing. The arbitrator said; "In the instant case, the matter was, whether for good reasons or bad, finally determined by the action of the union in withdrawing it from arbitration. There is no jurisdiction to list the matter for arbitration again in these circumstances. Accordingly, I may not proceed further in the matter, and the grievance must be dismissed.

Publications in the library

List No. 266

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed, when requesting loans.

Arbitration, industrial

■ **No. 1—Brady, James Joseph.** The evolution of arbitration principles dealing with layoffs related to production efficiency. [Ann Arbor, Mich., University Microfilms, 1970] 304p. Thesis (Ph. D.)—University of Notre Dame, 1969.

■ **No. 2—National Academy of Arbitrators.** Arbitration and social change; proceedings of the twenty-second annual meeting, Colorado Springs, Colorado, January

29-31, 1969. Edited by Gerald G. Somers with the assistance of Barbara D. Dennis. Washington, Bureau of National Affairs [1970] xi, 233p.

■ **No. 3—U.S. Office of Labor-Management Policy Development.** Federal employee unit arbitration. [Washington, G.P.O., 1969] 48p.

Collective agreements

■ **No. 4—Adell, Bernard Leo.** The legal status of collective agreements in England, the United States and Canada. Kingston, Ont., Industrial Relations Centre, Queen's University, 1970. xxxi, 240p. This study is the author's doctoral thesis, with some revisions, originally submitted to Oxford University. The author received a grant from the Canada Department of Labour—University Research Committee for the original research.

■ **No. 5—Quinet, Félix.** The role and contents of collective agreements in Canada; a paper presented ... to the National Seminar held by the Canadian Federation of Government Employee Organizations, Halifax, Nova Scotia, May 2, 1970. Ottawa, 1970. [23]p.

Collective bargaining

■ **No. 6—Moskow, Michael Harold.** Collective bargaining in public employment [by] Michael H. Moskow, J. Joseph Loewenberg [and] Edward Clifford Koziara. Consulting editor: Albert Blum. New York, Random House [c1970] xiv, [337] p.

■ **No. 7—Willes, J. A.** The craft bargaining unit; Ontario and U.S. Labour Board experience. Kingston, Ont., Industrial Relations Centre, Queen's University, 1970. xiii, 43p.

Corporations

■ **No. 8—Levitt, Kari (Polanyi).** Silent surrender; the multinational corporation in Canada. With a preface by Mel Watkins. Toronto, Macmillan [1970] 185p.

■ **No. 9—Nichols, Theo.** Ownership, control and ideology: an enquiry into certain aspects of modern business ideology. London, Allen and Unwin [1969] 272p.

Cost-benefit analysis

■ **No. 10—Kingston, Ont. Queen's University. Industrial Relations Centre.** Cost-benefit analysis and the economics of investment in human resources; an annotated bibliography, by W. D. Wood [and] H. F. Campbell. Kingston, 1970. 211p. This book is kept in the Reference Collection of the Canada Department of Labour Library and is not circulated. Copies may be obtained from The Industrial Relations Centre, Queen's University, Kingston, Ont. The price is \$10 (hard cover).

■ **No. 11—Ontario. Department of Labour. Research Branch.** A proposed methodology for cost-benefit analysis of government sponsored training-in-industry, prepared by Alan Strang and Frank Whittingham. [Toronto, 1970] 26p.

Economic conditions

■ **No. 12—Mishan, Edward Joshua.** Growth: the price we pay. London, Staples Press [1969] xix, 193p.

■ **No. 13—U.S. Bureau of Labor Statistics.** The U.S. economy in 1980; a summary of BLS projections. Washington [G.P.O., 1970] 59p.

Grievance procedures

■ **No. 14—U.S. Bureau of Labour Statistics.** Negotiation impasse, grievance, and arbitration in federal agreements, Washington, G.P.O. [1970] 78p.

■ **No. 15—Wedderburn, Kenneth William.** Employment grievances and disputes procedures in Britain, by K. W. Wedderburn and P. L. Davies. Berkeley, University of California Press, 1969. xvi, 301p.

Income

■ **No. 16—Anders, William Troy.** The guaranteed minimum income: an analysis of its conceptual and economic origins. [Ann Arbor, Mich., University Microfilms, 1970] vi, 213p. Thesis (Ph.D.)—University of Alabama, 1969.

■ **No. 17—Kelly, Laurence Alexander.** Income maintenance, tax savings and the incentive to work. Kingston, Ont., Industrial Relations Centre, Queen's University, 1970. v, 18p.

Industrial relations

■ **No. 18—Flanders, Allan.** Management and unions: the theory and reform of industrial relations. London, Faber and Faber [1970] 317p.

■ **No. 19—Industrial Relations Research Association.** Proceedings of the 1970 annual Spring meeting, May 8-9, 1970, Albany, New York. Edited by Gerald G. Somers. Madison [1970] 455-557p. Reprinted from Labor Law Journal, August 1970.

■ **No. 20—Industrial Relations Research Association.** A review of industrial relations research, v. 1 [by] Woodrow L. Ginsberg [and others] Madison, Wis. [1970] 260p.

■ **No. 21—International Institute for Labour Studies.** Bulletin 7, June 1970. [Geneva, 1970] 364p. Partial contents: Social security and the economic aspects of a comprehensive policy [by] Jan Tinbergen. Workers' participation in management. Country studies series: Israel (No. 6) Japan (No. 7) Spain (No. 8). Workers and work: meanings and methods of research [by] Martin Meissner. Workers' participation in management. Strategic factors in industrial relations systems. Migration of highlevel manpower (the "Brain Drain"). International Industrial Relations Association.

Labour organization

■ **No. 22—Flanders, Allan.** Trade unions and the force of tradition. [Southampton] University of Southampton, 1969. 24p. This study is the sixteenth Fawley Foundation lecture delivered ... on November 27th 1969 in the University of Southampton.

■ **No. 23—Trade union government and collective bargaining: some critical issues.** Edited by Joel Seidman. Foreword by George P. Shultz. New York, Published in cooperation with the Graduate School of Business of the University of Chicago [by] Praeger Publishers [1970] xxv, 304p. Consists of papers and discussions from a seminar held at the University of Chicago, Nov. 16-18, 1967.

Labour supply

■ **No. 24—Great Britain. Urban Transportation Manpower Inquiry.** Transport planning: the men for the job; a report to the Minister of Transport by Lady Sharp. January 1970. London, H.M.S.O., 1970. [138] p.

■ **No. 25—U. S. Bureau of Labor Statistics.** Seasonality and manpower in construction. Washington, G.P.O. [1970] 148p.

Manpower policy

■ **No. 26—Organization for Economic Co-operation and Development.** Manpower policy in the United Kingdom. [Paris, 1970] 230p.

■ **No. 27—Organization for Economic Co-operation and Development.** Manpower and Social Affairs Committee. Trends and innovations in manpower policy,

1967-69; third report on implementation of the recommendation on active manpower policy. (Derestricted by the Council at its 213th meeting on 17th March, 1970 [Paris] 1970. 59p.

■ **No. 28—Symposium on the Role of Worker Relocation in an Active Manpower Policy, Washington, D.C. 1969.** Symposium on the Role of Worker Relocation in an Active Manpower Policy: [report. Washington International Manpower Institute, 1970] vi, 279p. "Conducted by the International Manpower Institute under sponsorship of Agency for International Development and U.S. Department of Labor."

Ralph Nader study group

■ **No. 29—The chemical feast; the Ralph Nader study group report on food protection and the Food and Drug Administration.** James S. Turner, project director. New York, Grossman Publishers, 1970. vii, 273p.

■ **No. 30—The Interstate Commerce omission; the public interest and the ICC; the Ralph Nader study group report on the Interstate Commerce Commission and transportation.** Robert C. Fellmeth, project director. New York, Grossman Publishers, 1970. xv, 423p.

■ **No. 31—Vanishing air; the Ralph Nader study group report on air pollution.** John C. Esposito, project director; Larry J. Silverman, associate director. New York, Grossman Publishers, 1970. xiv, 328p.

Task Force on Labour Relations

■ **No. 32—Zaidi, Mahmood Ahmed.** A study of the effects of the \$1.25 minimum wage under the Canada Labour (Standards) Code. Ottawa [Information Canada] 1970. 163 p. Study No. 16 of Canada Task Force on Labour Relations.

Wages

■ **No. 33—Canada. Department of National Health and Welfare.** Research and Statistics Directorate. Earnings of dentists in Canada, 1959-1968. [Ottawa, Queen's Printer, 1970] 41 p.

■ **No. 34—Macdonald, Robert Munro.** Unionism and the wage structure in the United States pulp and paper industry. [Ann Arbor, Mich., University Microfilms, 1970] 291 p. Thesis (Ph.D.)—Yale University, 1955.

■ **No. 35—O'Dean, Raymond.** Principles of wage determination in Commonwealth arbitration. Sydney, West Publishing, 1969 xix, 299 p.

■ **No. 36—Ruttenberg (Stanley H.) & Associates, inc.** Economic justice; the needs of fire fighters; a study of economic perspectives for the fire services. Washington, 1970. 68 p.

■ **No. 37—U.S. Bureau of Labor Statistics.** Compensation in the construction industry: employment patterns, union scales, and earnings. Washington, G.P.O. [1970] 92 p.

■ **No. 38—U.S. Bureau of Labor Statistics.** Industry wage survey; educational institutions: nonteaching employees, October 1968 and March 1969. Washington (G.P.O., 1970) 41 p.

Women

■ **No. 39—Archibald, Kathleen.** Sex and the Public Service. [Ottawa, Queen's Printer, 1970] vi, 218 p. "... A report made to the Public Service Commission of Canada under contract ..." Title in French: Les deux sexes dans la Fonction publique.

■ **No. 40—Canada. Royal Commission on the Status of Women in Canada.** Report. Ottawa, Information Canada, 1970. xii, 488 p. Florence Bird, chairman.

■ **No. 41—Firestone, Shulamith.** The dialectic of sex; the case for feminist revolution. New York, Morrow, 1970. 274 p.

■ **No. 42—Canada. Women's Bureau.** Working mothers and their child-care arrangements. Ottawa, Canada Department of Labour [c1970] ix, 58 p. This study was undertaken jointly by the Women's Bureau, Dominion Bureau of Statistics, the Dept. of National Health and Welfare, and the Dept. of Manpower and Immigration. Prepared by Eileen Sufrin and George Cook. Title in French: Les mères au travail et les modes de garde de leurs enfants.

■ **No. 43—International Federation of University Women.** The legal protection of women's work; replies to a questionnaire of the Committee for the Study of the Economic and Legal Status of Women of the IFUW. London, 1969. 24 p. "Report by Miss M.E. MacLellan (Canada), former member of the Committee on the Legal and Economic Status of Women (1959-1965) re-

vised by Mlle Jaccard (Switzerland) at the request of Mme. H. Thalmann-Antenen, Convener of the Committee."

■ **No. 44—O'Neill, William L.** The women movement; feminism in the United States and England. London, Allen and Unwin; New York, Barnes and Noble [1969] 208 p.

■ **No. 45—Perrucci, Carolyn Cummings.** The female engineer and scientist: factors associated with the pursuit of a professional career. Lafayette, Ind., Purdue University, 1968. 1v. (various pagings) The material in this project was prepared under a grant from the Office of Manpower Policy, Evaluation, and Research, U.S. Dept. of Labor. ... Library has photocopy edition distributed by the U.S. Clearinghouse for Federal Scientific and Technical Information.

■ **No. 46—Thompson, Mary Lou, ed.** Voices of the new feminism. Boston, Beacon P. [c1970] viii, 246 p. Contents include "Women: a bibliography" by Lucinda Cisler: p. 217-246.

Miscellaneous

■ **No. 47—Dufty, Norman Francis, ed.** The sociology of the blue-collar worker. Leiden [Netherlands] E.J. Brill, 1969. 198 p. Reprinted from International journal of comparative sociology, vol. X, 1-2, 1969.

■ **No. 48—Toffler, Alvin.** Future shock. New York, Random House [c1970] 505 p.

■ **No. 49—U.S. Bureau of Labor Statistics.** Outlook for computer process control: manpower implications in process industries. Washington, G.P.O., [1970] 70 p.

■ **No. 50—Congress. House. Committee on Government Operations.** Amending the Employment act to provide for price-wage guideposts. Hearing before a subcommittee ... Ninety-first Congress, second session on H.R. 14460 ... Washington, G.P.O., 1970. 42 p. Hearing held May 25, 1970.

■ **No. 51—Vucinich, Wayne S.** Contemporary Yugoslavia; twenty years of Socialist experiment /by] Jozo Tomasevich [and others] Edited by Wayne S. Vucinich. Berkeley, University of California Press, 1969. xiii, 441 p. Based on a conference on contemporary Yugoslavia, held at Stanford University, Dec. 4-5, 1965.

Statistics Section

Labour Statistics

Labour Statistics			Percentage Change	
Principal Items	Date	Amount	From	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended January 16, 1971.....		8,336	+ 0.1	+ 4.4
Employed.....		7,668	- 1.6	+ 2.3
Agriculture.....		438	- 2.4	+ 3.8
Non-agriculture.....		7,229	- 1.5	+ 2.1
Paid workers.....		6,710	- 1.6	+ 2.9
At work 35 hours or more.....		5,997	- 3.6	+ 1.6
At work less than 35 hours.....		1,357	+ 2.5	+ 5.6
Employed but not at work.....		314	+26.1	+ 1.6
Unemployed.....		668	+24.2	+37.7
Atlantic.....		66	+22.2	+ 6.5
Québec.....		234	+18.8	+31.5
Ontario.....		201	+37.7	+62.1
Prairie.....		85	+19.7	+41.7
British Columbia.....		82	+17.1	+34.4
Without work and seeking work.....		611	+23.4	+44.4
On temporary layoff up to 30 days.....		57	+32.6	- 8.1
INDUSTRIAL EMPLOYMENT (1961 = 100)†.....				
Manufacturing employment (1961 = 100)†.....	December	125.7	- 1.5	- 0.6
	December	120.6	- 0.1	- 2.2
IMMIGRATION.....				
Destined to the labour force.....	1st 9 mos. 1970	113,323	—	- 5.3
	1st 9 mos. 1970	60,022	—	- 4.9
STRIKES AND LOCKOUTS.....				
Strikes and lockouts.....	February	61	+35.6	-12.9
No. of workers involved.....	February	25,616	+ 3.6	+89.0
Duration in man days.....	February	176,980	-13.9	+46.3
EARNINGS AND INCOME.....				
Average weekly wages and salaries (ind. comp.)†.....	December	128.29	- 1.2	+ 9.8
Average hourly earnings (mfg.)†.....	December	3.15	+ 1.9	+ 7.9
Average weekly hours paid†.....	December	38.7	- 3.0	+ 4.0
Average weekly wages (mfg.)†.....	December	122.14	- 0.9	+12.4
Consumer price index (1961 = 100).....	January	130.3	+ 0.4	+ 1.6
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡....	November	127.5	+ 0.9	+ 4.5
Total labour income (Millions of dollars)†.....	December	4,066.0	+ 1.2	+ 7.4
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100).....	January	172.4	+ 1.1	+ 0.7
Manufacturing.....	January	168.0	+ 1.7	- 1.0
Durables.....	January	185.8	+ 2.8	- 3.6
Non-durables.....	January	153.8	+ 0.6	+ 1.7
NEW RESIDENTIAL CONSTRUCTION**				
Starts.....	January	7,847	-52.4	+14.6
Completions.....	January	9,620	- 4.3	- 4.8
Under construction.....	January	121,873	- 1.6	+ 9.7

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

D-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A—Labour Force

Table A-1—Regional Distribution, Week Ended January 16, 1971

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
	(in thousands)					
THE LABOUR FORCE.....	8,336	644	2,341	3,146	1,335	870
Men.....	5,621	442	1,590	2,081	918	590
Women.....	2,715	202	751	1,065	417	280
14-19 years.....	774	59	222	268	150	76
20-24 years.....	1,270	132	394	424	201	119
25-44 years.....	3,602	245	1,031	1,402	528	394
45-64 years.....	2,497	192	649	978	417	262
65 years and over.....	193	15	46	75	39	19
EMPLOYED.....	7,668	578	2,107	2,945	1,250	788
Men.....	5,103	384	1,405	1,935	855	524
Women.....	2,565	194	702	1,010	395	264
Agriculture.....	438	21	82	118	200	18
Non-agriculture.....	7,229	557	2,025	2,828	1,050	770
Paid Workers.....	6,710	510	1,859	2,661	968	713
Men.....	4,338	333	1,220	1,701	617	467
Women.....	2,373	177	639	960	351	246
UNEMPLOYED.....	668	66	234	201	85	82
Men.....	518	58	185	146	63	66
Women.....	150	*	49	55	22	16
PERSONS NOT IN LABOUR FORCE.....	6,886	749	1,988	2,346	1,105	698
Men.....	1,920	248	543	629	310	190
Women.....	4,966	501	1,445	1,717	795	508

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended January 16, 1971

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
(in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	15,222	2,522	4,283	1,241	4,407	1,176	1,592
LABOUR FORCE.....	8,336	774	4,061	977	1,524	807	193
Employed.....	7,668	645	3,794	822	1,462	763	182
Unemployed.....	668	128	267	156	62	44	11
NOT IN LABOUR FORCE.....	6,886	1,748	222	264	2,884	369	1,399
PARTICIPATION RATE†							
1971 January 16.....	54.8	30.7	94.8	78.7	34.6	68.6	12.1
1970 December 12.....	54.8	31.2	95.0	78.6	34.4	68.0	12.8
UNEMPLOYMENT RATE‡							
1971 January 16.....	8.0	16.5	6.6	16.0	4.1	5.5	5.7
1970 December 12.....	6.5	13.5	5.2	12.8	3.3	4.7	4.9

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

† The labour force as a percentage of the population of 14 years of age and over.

‡ The unemployed as a percentage of the labour force.

Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended January 16, 1971

	January 1971	December 1970	January 1970
(in thousands)			
TOTAL UNEMPLOYED	668	538	485
On temporary layoff up to 30 days	57	43	62
Without work and seeking work	611	495	423
Seeking:			
Full-time work	586	470	401
Part-time work	25	25	22
Under 1 month	130	124	108
1-3 months	256	203	194
4-6 months	117	84	67
More than 6 months	108	84	54

Source: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry††

Year and Month	Monthly Totals								Totals††
	Mining	Manu- facturing	Transportation Communi- cation and Public Utilities**	Forestry	Con- struction	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
	(millions of dollars)								
1966—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1970—Total.....	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	47,043
1969—December.....	86.8	963.8	384.3	37.6	242.8	495.1	1,293.5	176.1	3,703.7
1970—January.....	88.3	961.8	380.6	37.2	242.4	477.3	1,307.0	173.8	3,688.5
February.....	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	3,729.5
March.....	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758.9
April.....	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790.0
May.....	92.3	988.0	406.5	32.5	254.4	494.4	1,352.2	211.2	3,865.4
June.....	94.7	1,013.9	415.5	38.2	296.3	507.2	1,381.2	207.9	3,994.8
July.....	95.6	990.2	420.6	42.9	306.9	501.3	1,381.1	409.1	3,995.2
August.....	96.8	1,010.3	424.6	44.6	319.1	494.3	1,382.6	208.8	4,033.9
September.....	95.8	1,011.1	425.0	45.8	333.7	503.8	1,394.9	205.4	4,060.6
October*.....	97.0	1,006.5	427.6	45.6	332.5	510.5	1,409.7	205.4	4,063.1
November†.....	96.7	998.6	437.0	41.9	309.5	520.4	1,416.8	197.4	4,061.6
December‡.....	97.1	989.0	423.0	37.5	260.1	528.3	1,425.1	211.9	3,980.3
Seasonally Adjusted									
1966—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1970—Total.....	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	47,043
1969—December.....	88.1	982.2	386.9	41.7	280.5	486.1	1,292.0	195.7	3,785.5
1970—January*.....	89.0	980.2	393.4	41.5	288.5	488.3	1,317.4	198.3	3,828.9
February*.....	89.5	981.4	400.2	43.4	292.2	491.5	1,323.0	199.3	3,853.1
March*.....	91.1	980.9	401.9	44.2	287.3	494.8	1,323.8	200.1	3,856.7
April*.....	92.0	981.9	406.9	44.4	273.8	495.0	1,340.0	200.1	3,866.7
May*.....	92.7	981.8	406.2	34.7	263.7	493.7	1,344.3	199.5	3,849.4
June*.....	92.9	998.9	405.8	34.1	271.2	496.3	1,361.3	201.2	3,894.6
July*.....	94.1	991.0	407.6	35.5	272.7	494.0	1,383.2	201.4	3,912.2
August*.....	95.8	1,000.6	408.6	36.6	275.9	494.8	1,382.1	203.1	3,931.3
September*.....	96.4	989.5	413.6	36.9	289.6	503.6	1,392.1	204.6	3,959.9
October*.....	97.7	993.3	422.1	38.4	298.5	507.9	1,405.3	207.4	4,004.6
November*.....	97.0	992.9	432.8	37.2	296.1	511.3	1,412.0	205.5	4,018.9
December*.....	98.6	1,010.6	425.9	40.9	300.5	518.7	1,427.6	209.6	4,066.0

* Revised. † Preliminary. ‡ Advance.

** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based on the 1960 standard industrial classification.

NOTE: Monthly figures may not add to annual totals because of rounding.

Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at November 1970 employers in the principal non-agricultural industries reported a total employment of 3,783,426. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
AVERAGE						
1965.....	114.3	116.3	91.01	117.2	116.2	94.78
1966.....	120.7	123.1	96.34	123.5	122.8	100.16
1967.....	122.6	131.4	102.83	123.1	130.6	106.54
1968.....	122.7	140.4	109.88	122.1	140.3	114.42
1969.....	126.9	150.3	117.63	125.2	150.7	122.93
1969—November.....	130.1	155.2	121.42	126.4	156.0	127.18
December.....	126.5	149.4	116.89	123.3	150.2	122.47
1970—January.....	124.4	157.3	123.08	122.5	158.5	129.28
February.....	124.3	158.7	124.14	122.6	159.6	130.17
March.....	124.2	158.2	123.79	122.6	159.5	130.08
April.....	124.5	160.4	125.53	122.3	161.2	131.43
May.....	126.7	161.0	126.07	122.8	162.3	132.39
June.....	129.6	162.5	127.17	125.5	163.3	133.42
July.....	128.6	162.3	127.02	122.1	161.7	131.83
August.....	130.9	163.7	128.11	126.4	163.2	133.05
September.....	129.6	164.8	128.94	123.7	164.3	133.95
October*.....	129.0	166.4	130.22	122.5	166.4	135.69
November†.....	127.6	166.0	129.91	120.7	167.1	136.30

*Revised. † Preliminary.

† Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	November 1970	October 1970	November 1969	November 1970	October 1970	November 1969
(1961 = 100)						
REGION AND PROVINCE						
Atlantic Region.....	121.8	124.5	120.5	109.04	109.23	101.01
Newfoundland.....	126.1	131.9	122.4	119.92	120.55	111.14
Prince Edward Island.....	141.1	147.9	132.8	83.88	92.67	82.76
Nova Scotia.....	118.1	118.5	118.5	106.88	107.42	97.99
New Brunswick.....	121.5	124.6	120.5	106.87	106.37	99.71
Québec.....	120.1	121.4	122.2	125.88	126.00	118.41
Ontario.....	131.6	132.2	134.3	134.31	134.75	125.21
Prairie Region.....	125.6	128.2	128.6	124.51	125.14	115.12
Manitoba.....	117.6	119.7	120.6	117.63	117.81	108.57
Saskatchewan.....	114.0	116.4	116.9	117.25	118.47	110.39
Alberta.....	137.0	140.1	140.2	131.96	132.69	121.51
British Columbia.....	141.0	142.7	142.4	142.27	142.46	134.23
CANADA.....	127.6	129.0	130.1	129.91	130.22	121.42
URBAN AREAS						
St. John's.....	139.3	139.9	137.6	102.13	103.07	93.87
Halifax.....	122.2	121.1	126.0	107.89	109.41	99.99
Sydney.....	91.6	93.4	91.3	116.13	114.77	101.43
Moncton.....	146.4	143.0	143.1	98.37	101.32	95.91
Saint John.....	114.9	115.3	113.6	109.63	110.08	99.47
Chicoutimi.....	115.3	115.7	113.6	143.58	145.59	134.55
Montreal.....	121.3	122.2	124.5	128.48	128.38	119.13
Québec.....	128.7	129.0	121.8	113.50	114.19	104.63
Shawinigan.....	97.5	97.6	94.4	130.51	130.86	119.48
Sherbrooke.....	111.4	113.7	118.6	110.96	110.53	100.86
Trois-Rivières.....	112.7	115.2	117.8	122.11	120.84	113.48
Ottawa-Hull.....	142.8	143.3	142.3	122.66	122.59	113.53
Belleville.....	126.2	129.6	130.8	114.64	114.46	107.07
Brampton.....	258.1	306.6	292.3	133.04	130.80	125.87
Brantford.....	128.6	126.3	139.4	120.15	118.52	110.28
Thunder Bay.....	132.2	129.8	126.1	130.24	128.94	119.70
Guelph.....	138.2	140.0	144.2	125.77	125.11	114.96
Hamilton.....	124.6	124.7	125.7	137.82	140.81	127.58
Kingston.....	122.7	123.5	128.7	123.55	122.24	114.81
Kitchener.....	154.2	154.5	159.1	118.21	118.94	111.79
London.....	124.7	124.5	128.6	121.71	123.99	115.13
Niagara Falls.....	117.6	124.1	109.6	126.20	125.27	116.55
Oshawa.....	86.5	85.6	146.3	140.91	140.40	140.15
Peterborough.....	143.0	142.9	148.9	135.77	134.57	126.38
Sarnia.....	131.0	131.2	145.3	162.86	164.07	155.19
Sault Ste. Marie.....	127.1	126.9	109.5	154.36	152.29	136.58
Sudbury.....	135.8	134.8	125.1	167.14	167.37	146.49
St. Catharines.....	113.4	113.7	145.9	132.58	135.66	133.68
Timmins.....	71.1	72.1	71.5	118.74	118.48	111.90
Toronto.....	136.9	136.9	138.5	137.01	137.03	127.10
Welland.....	115.5	116.7	111.1	153.45	152.97	140.32
Windsor.....	151.1	151.1	157.2	152.07	154.53	144.48
Winnipeg.....	121.8	123.5	125.8	110.23	110.40	102.41
Regina.....	119.6	121.9	120.8	112.80	113.04	105.55
Saskatoon.....	134.1	135.4	140.2	110.34	111.59	102.87
Calgary.....	147.1	148.5	151.6	130.05	130.18	121.16
Edmonton.....	142.6	146.5	150.1	123.99	124.79	115.49
Vancouver.....	141.8	142.7	146.0	137.67	137.13	129.57
Victoria.....	129.6	129.3	138.9	118.25	117.25	115.35

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

	For- estry	Mines, Quar- ries and Oil Wells	Manufacturing		Con- struc- tion	Trans- porta- tion, Commu- nication and Other Utilities	Trade	Fi- nance, Insur- ance and Real Estate	Community, Business and Personal Services		Public Admin- istra- tion and De- fence††	Total Speci- fied Indus- tries
			Non du- rables	Du- rables					Non com- mercial Sector‡	Com- mercial Sector**		
(in thousands)												
Canada												
November 1970*	—	128.5	864.5	775.0	373.0	—	1,099.9	305.3	1,196.0	728.6	451.0	6,654.3
October 1970*	60.2	129.0	868.8	779.9	372.8	675.3	1,092.6	306.2	1,206.7	726.8	452.8	6,665.3
November 1969†	72.2	124.1	873.2	835.8	401.7	670.5	1,126.5	304.1	1,144.5	699.1	422.7	6,679.4
NEWFOUNDLAND												
October 1970*	2.9	6.0	10.9	2.1	9.6	15.8	18.9	2.2	22.3	9.0	8.8	108.4
September 1970*	2.8	6.2	10.9	2.1	9.7	15.5	19.2	2.2	22.4	9.5	8.9	109.3
October 1969†	2.5	5.8	10.7	2.1	10.7	14.0	16.0	2.3	20.5	8.5	8.3	101.4
PRINCE EDWARD ISLAND												
October 1970*	0.1	—	2.6	0.4	1.8	3.2	4.6	0.6	5.2	2.1	2.6	23.4
September 1970*	0.1	—	2.8	0.4	2.9	3.5	4.7	0.6	6.2	2.3	2.7	25.3
October 1969†	0.1	—	2.7	0.6	2.8	3.5	6.3	0.7	6.3	3.0	2.4	28.2
NOVA SCOTIA												
October 1970*	2.8	5.6	17.9	14.1	16.3	21.8	34.9	7.5	47.4	18.2	22.4	208.7
September 1970*	2.5	5.6	18.5	14.3	16.4	21.3	35.1	7.5	44.8	19.0	22.3	207.2
October 1969†	2.9	5.7	19.1	14.7	17.3	21.9	34.9	7.1	44.4	16.7	21.0	205.8
NEW BRUNSWICK												
October 1970*	6.8	2.4	18.7	10.1	11.3	23.2	29.0	4.7	33.6	12.4	12.5	164.6
September 1970*	7.2	2.5	19.8	10.4	11.6	24.3	28.7	4.7	33.2	13.3	12.8	168.4
October 1969†	7.6	2.4	18.8	10.1	13.6	21.2	27.6	4.7	32.4	11.2	12.1	161.7
QUÉBEC												
October 1970*	21.7	25.4	331.9	198.0	96.9	185.5	269.9	85.7	337.3	184.6	105.4	1,842.4
September 1970*	24.9	26.0	334.7	201.1	96.5	187.5	274.2	85.9	332.9	184.6	109.9	1,858.2
October 1969†	25.3	26.4	336.9	205.4	94.9	185.1	272.4	85.0	309.3	179.5	93.4	1,813.6
ONTARIO												
October 1970*	10.4	36.2	374.2	436.1	164.2	221.2	447.9	131.3	451.1	297.7	179.7	2,750.0
September 1970*	11.2	36.4	386.9	439.3	163.8	227.0	440.4	131.6	436.8	300.5	183.6	2,757.5
October 1969†	11.8	23.2	383.9	461.6	166.9	219.3	442.1	131.2	406.4	291.7	173.2	2,711.3
MANITOBA												
October 1970*	0.8	7.8	28.5	21.0	19.2	46.3	57.6	13.2	55.4	34.2	20.7	304.8
September 1970*	0.8	8.0	28.7	21.2	18.3	47.5	59.1	13.2	54.6	35.4	21.3	308.2
October 1969†	1.2	8.0	28.9	23.0	18.1	46.6	58.4	13.6	52.3	33.9	20.1	304.1
SASKATCHEWAN												
October 1970*	0.7	5.5	10.2	5.0	12.3	25.4	37.4	8.2	48.5	18.8	19.1	191.1
September 1970*	0.7	5.5	10.4	5.4	13.1	27.0	37.1	7.8	46.7	19.4	19.8	192.8
October 1969†	0.4	5.8	9.9	5.3	14.2	26.4	39.6	8.2	47.6	21.3	20.8	199.5
ALBERTA												
October 1970*	1.6	24.4	28.4	25.4	40.8	53.7	85.4	20.4	102.5	61.4	36.2	480.1
September 1970*	1.8	24.8	28.3	25.9	42.4	54.9	85.6	19.8	96.7	61.3	37.2	478.6
October 1969†	1.7	22.0	27.8	27.1	43.3	53.2	88.0	20.0	92.5	60.9	32.9	469.5
BRITISH COLUMBIA												
October 1970*	20.8	11.9	55.7	76.0	38.4	85.5	117.3	32.2	109.7	89.9	42.0	679.5
September 1970*	22.1	12.3	56.6	74.4	38.4	85.1	116.6	32.2	104.8	88.6	41.7	672.8
October 1969†	23.9	11.3	54.0	79.5	45.8	79.1	118.3	29.9	103.5	86.2	40.4	672.0

* Preliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organizations and private households. ** Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services. †† Excludes non-civilian employees.

Basis: 1960 Standard Industrial Classification.

SOURCE: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	November 1970	October 1970	November 1969	November 1970	October 1970	November 1969
	(1961 = 100)			\$	\$	\$
MINING, INCLUDING MILLING.....	114.9	115.7	111.4	171.70	170.71	153.91
Metals.....	106.6	106.4	103.1	173.03	171.54	154.42
Mineral fuels.....	109.8	109.6	100.0	181.82	180.96	163.31
Non-metals except fuels.....	133.4	138.0	130.9	152.05	155.15	137.98
Quarries and sand pits.....	103.4	107.9	116.4	143.50	147.97	135.85
Services incidental to mining.....	158.0	167.8	165.7	178.73	174.84	160.80
MANUFACTURING.....	120.7	122.5	126.4	136.30	135.69	127.18
Durable goods.....	128.4	130.5	139.5	147.20	146.70	137.13
Non-durable goods.....	114.4	116.1	115.9	126.41	125.68	117.49
Food and beverages.....	109.4	112.6	107.5	120.11	118.94	112.59
Foods.....	108.8	112.7	106.8	115.50	114.44	108.80
Beverages.....	113.0	111.6	111.8	148.16	147.67	135.42
Tobacco processing and products.....	104.6	88.6	107.8	143.18	149.79	124.03
Rubber products.....	110.5	112.1	120.2	140.88	140.37	136.04
Leather products.....	91.3	91.7	94.5	90.29	88.86	82.73
Textile products.....	111.4	110.9	119.2	112.36	111.20	105.43
Knitting mills.....	112.2	113.8	117.9	87.46	87.20	80.03
Clothing.....	107.9	110.2	109.0	83.13	83.35	76.09
Wood products.....	109.3	111.3	111.1	126.24	123.21	116.61
Furniture and fixtures.....	127.4	130.1	138.8	112.10	111.39	105.47
Paper and allied industries.....	121.1	123.2	121.0	158.25	157.29	146.84
Printing, publishing and allied industries.....	117.8	117.9	117.3	139.32	139.85	130.73
Primary metal industries.....	129.3	130.6	127.8	163.04	164.63	149.94
Metal fabricating industries.....	133.1	134.8	138.2	144.63	145.64	134.17
Machinery, except electrical.....	147.1	146.2	155.0	158.75	156.37	144.68
Transportation equipment.....	125.5	128.1	159.3	158.01	157.89	151.93
Electrical products.....	137.0	141.7	152.2	139.82	138.61	128.65
Non-metallic mineral products.....	116.2	117.8	122.8	147.78	147.34	135.64
Petroleum and coal products.....	104.1	104.8	103.0	196.18	196.03	186.80
Chemicals and chemical products.....	119.2	119.4	120.1	153.59	154.10	143.31
Miscellaneous manufacturing industries.....	151.3	156.8	159.3	117.93	115.80	107.39
CONSTRUCTION.....	118.9	126.8	126.0	177.54	178.93	160.00
Building.....	129.9	136.0	140.0	176.84	176.24	160.54
Engineering.....	100.0	111.0	101.9	179.10	184.60	158.75
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	113.7	114.8	112.5	145.39	146.02	137.00
Transportation.....	107.6	108.7	108.1	142.89	144.49	133.40
Storage.....	113.0	113.4	109.5	133.78	134.68	121.87
Communication.....	128.3	128.8	121.5	138.39	137.97	130.63
TRADE.....	144.7	141.6	145.2	100.81	101.08	94.79
Wholesale trade.....	133.6	134.4	133.4	129.80	129.01	120.66
Retail trade.....	150.8	145.6	151.7	86.71	86.94	82.32
FINANCE, INSURANCE AND REAL ESTATE.....	143.9	143.6	141.8	122.60	122.99	115.07
Financial institutions.....	147.4	147.1	147.0	120.57	121.34	113.15
Insurance and real estate.....	139.2	138.8	134.9	125.51	125.34	117.88
SERVICE.....	179.1	182.0	175.3	92.08	91.78	86.34
Recreational services.....	154.5	162.4	149.8	80.43	82.16	81.03
Business services.....	199.0	196.8	195.4	143.47	144.49	133.88
Personal services.....	161.9	166.5	160.4	68.26	68.20	64.04
Miscellaneous services.....	228.5	228.4	217.5	94.46	93.53	86.55
INDUSTRIAL COMPOSITE.....	127.6	129.0	130.1	129.91	130.22	121.42

* Latest figures subject to revision.

Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wage		
	Nov. 1970	Oct. 1970	Nov. 1969	Nov. 1970	Oct. 1970	Nov. 1969	Nov. 1970	Oct. 1970	Nov. 1969
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING	41.7	41.6	41.2	3.83	3.80	3.45	159.70	158.16	142.09
Metals.....	41.0	40.6	41.0	3.97	3.97	3.57	162.55	161.15	146.29
Mineral fuels.....	43.6	43.4	40.4	3.60	3.57	3.07	156.90	155.11	123.91
Non-metals, except fuels.....	41.6	41.8	40.0	3.50	3.43	3.21	145.40	143.63	128.43
Quarries and sand pits.....	46.1	47.9	46.5	3.06	3.06	2.85	141.30	146.69	132.73
Services incidental to mining.....	42.2	42.3	42.2	4.06	3.98	3.71	171.41	168.30	156.75
MANUFACTURING	39.9	40.1	40.4	3.09	3.06	2.88	123.21	122.67	116.18
Durable goods.....	40.4	40.7	41.0	3.33	3.30	3.10	134.69	134.39	127.23
Non-durable goods.....	39.3	39.5	39.7	2.86	2.83	2.64	112.45	111.70	104.84
Food and beverages.....	38.7	38.8	39.6	2.78	2.75	2.56	107.72	106.81	101.23
Foods.....	38.5	38.6	39.5	2.68	2.65	2.47	103.19	102.44	97.56
Beverages.....	40.2	40.4	40.2	3.49	3.48	3.19	140.26	140.42	128.09
Tobacco processing and products.....	38.5	36.9	37.4	3.37	3.72	2.95	130.04	137.06	110.59
Rubber products.....	41.0	41.5	42.2	3.21	3.18	3.04	131.40	131.71	128.53
Leather products.....	39.2	38.9	38.5	2.09	2.07	1.94	81.94	80.49	74.75
Textile products.....	41.1	41.1	41.1	2.38	2.35	2.27	97.83	96.66	93.22
Miscellaneous textiles.....	39.1	40.2	39.6	2.30	2.25	2.40	89.98	90.37	95.18
Knitting mills.....	41.8	41.7	40.8	1.87	1.85	1.74	78.09	77.23	71.07
Clothing.....	36.4	36.6	36.6	2.04	2.05	1.88	74.14	74.91	68.77
Wood products.....	39.4	39.1	39.7	3.03	2.97	2.79	119.62	115.94	110.77
Furniture and fixtures.....	42.0	41.7	42.5	2.43	2.44	2.31	102.10	101.72	98.04
Paper and allied industries.....	40.7	41.1	41.0	3.65	3.60	3.38	148.76	147.76	138.29
Pulp and paper mills.....	40.9	41.1	41.2	3.96	3.90	3.69	162.19	160.51	151.93
Printing, publishing and allied industries.....	37.1	37.1	38.0	3.66	3.67	3.38	135.78	136.12	128.72
Primary metal industries.....	40.2	40.8	40.3	3.78	3.79	3.48	151.90	154.67	140.47
Iron and steel mills.....	39.8	40.5	39.7	3.99	4.01	3.69	158.70	162.44	146.50
Metal fabricating industries.....	40.7	41.2	41.2	3.36	3.34	3.09	136.52	137.59	127.43
Machinery, except electrical.....	41.0	40.6	41.2	3.53	3.48	3.24	144.84	141.18	133.57
Transportation equipment.....	40.2	41.1	41.4	3.56	3.49	3.42	143.38	143.55	141.49
Aircraft and parts.....	41.2	40.9	42.8	3.65	3.54	3.42	150.24	144.88	146.63
Motor vehicles.....	40.4	41.3	41.0	3.66	3.64	3.56	147.94	149.97	145.73
Assembling.....	41.5	42.2	42.5	4.04	4.05	3.92	167.74	171.16	166.81
Parts and accessories.....	39.8	40.9	39.7	3.48	3.47	3.32	138.37	142.04	131.93
Shipbuilding and repairing.....	38.2	39.6	40.2	3.56	3.54	3.33	135.95	140.46	133.74
Electrical products.....	39.9	39.8	40.6	2.96	2.96	2.75	118.32	117.73	111.64
Communications equipment.....	39.4	39.5	40.7	2.86	2.86	2.70	112.63	112.86	109.68
Non-metallic mineral products.....	42.3	43.0	42.4	3.31	3.26	3.05	140.11	139.98	129.54
Petroleum and coal products.....	42.0	42.1	42.9	4.30	4.28	3.94	180.76	180.42	168.93
Chemical and chemical products.....	40.6	41.0	41.0	3.32	3.31	3.06	134.68	135.73	125.47
Miscellaneous manufacturing industries.....	40.4	40.4	40.5	2.49	2.44	2.30	100.54	98.52	93.03
CONSTRUCTION	39.5	41.0	40.4	4.47	4.35	3.93	176.75	178.38	158.73
Building.....	38.2	39.0	39.1	4.63	4.50	4.09	176.80	175.46	160.03
General contractors.....	38.6	39.2	39.3	4.45	4.31	4.02	171.95	168.90	158.33
Special trade contractors.....	37.9	38.9	38.9	4.76	4.63	4.14	180.25	180.37	161.33
Engineering.....	42.6	45.3	43.6	4.15	4.07	3.57	176.63	184.53	155.59
Highways, bridges and streets.....	42.5	45.6	43.1	3.45	3.39	3.12	146.71	154.79	134.53
Other engineering.....	42.7	44.9	44.0	4.80	4.80	3.99	204.91	215.52	175.22
OTHER INDUSTRIES									
Urban transit.....	41.2	42.3	41.5	3.76	3.77	3.54	154.89	159.20	146.73
Highway and bridge maintenance.....	37.2	38.1	37.3	2.76	2.72	2.54	102.59	103.64	94.80
Laundries, cleaners and pressers.....	36.5	36.3	37.8	1.77	1.79	1.66	64.45	65.13	62.50
Hotels, restaurants and taverns.....	31.2	31.6	31.8	1.83	1.81	1.67	57.19	57.35	53.27

Latest figures subject to revision.

Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
Average		\$	\$		
1965.....	41.0	2.12	86.94	116.8	108.8
1966.....	40.8	2.25	91.65	123.1	110.5
1967.....	40.3	2.40	96.84	130.1	112.8
1968.....	40.3	2.58	104.00	139.7	116.2
1969.....	40.0	2.79	111.72	150.1	119.6
Last Pay Period in					
1969—November.....	40.4	2.88	116.18	156.1	122.0
December.....	37.2	2.92	108.68	146.0	113.9
1970—January.....	39.8	2.92	116.30	156.2	121.4
February.....	40.0	2.93	117.36	157.6	122.3
March.....	39.5	2.96	117.14	157.3	121.3
April.....	39.8	2.99	118.84	159.6	123.2
May.....	40.0	2.99	119.69	160.8	123.8
June.....	40.1	3.01	120.65	162.1	124.2
July.....	39.3	3.00	118.06	158.6	121.5
August.....	39.9	3.02	120.57	161.9	124.4
September.....	40.1	3.02	121.16	162.7	124.9
October*.....	40.1	3.06	122.67	164.8	126.4
November†.....	39.9	3.09	123.21	165.5	127.5

* Revised. † Preliminary.

Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS. Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours			Average Hourly Earnings*		
	Nov. 1970	Oct. 1970	Nov. 1969	Nov. 1970	Oct. 1970	Nov. 1969
				\$	\$	\$
Newfoundland.....	39.2	38.9	42.4	2.75	2.62	2.38
Nova Scotia.....	39.5	38.9	40.0	2.50	2.51	2.27
New Brunswick.....	39.9	40.0	40.3	2.61	2.55	2.41
Québec.....	40.7	40.9	41.2	2.75	2.72	2.56
Ontario.....	40.0	40.2	40.3	3.25	3.23	3.03
Manitoba.....	38.8	39.2	39.6	2.81	2.78	2.57
Saskatchewan.....	39.1	40.0	39.7	3.26	3.22	3.04
Alberta.....	39.2	39.0	39.7	3.28	3.24	3.04
British Columbia.....	37.1	37.0	37.8	3.86	3.80	3.60

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision. Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 149, February 1971 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1970—November....	5,626,000	5,145,500	480,500
October.....	5,584,000	5,185,300	398,700
September....	5,609,000	5,217,900	391,100
August.....	5,667,000	5,258,300	408,700
July.....	5,617,000	5,177,600	439,400
June.....	5,672,000	5,230,100	441,900
May.....	5,607,000	5,101,600	505,400
April.....	5,719,000	5,028,300	690,700
March.....	5,718,000	5,012,900	705,100
February.....	5,707,000	5,012,600	694,400
January.....	5,676,000	5,016,500	659,500
1969—December....	5,638,000	5,101,300	536,700
November....	5,596,000	5,246,800	349,200

Table E-4—Benefit Payments, by Province, December 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland.....	65,680	2,326,050
Prince Edward Island.....	11,664	382,860
Nova Scotia.....	63,826	2,095,750
New Brunswick.....	68,451	2,235,180
Québec.....	506,091	17,737,430
Ontario.....	504,894	18,136,640
Manitoba.....	76,036	2,734,230
Saskatchewan.....	54,596	1,926,010
Alberta.....	105,319	3,912,920
British Columbia.....	228,766	8,752,040
Total, Canada, December 1970.....	1,685,323	60,239,150
Total, Canada, November 1970.....	1,073,790	37,582,730
Total, Canada, December 1969.....	976,391	33,060,490

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	December 1970			December 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	356,225	271,629	84,596	300,893	231,399	69,494
Newfoundland.....	17,705	15,579	2,126	17,750	15,459	2,291
Prince Edward Island.....	4,202	3,704	498	3,739	3,397	342
Nova Scotia.....	18,157	14,753	3,404	13,762	11,404	2,358
New Brunswick.....	17,697	15,017	2,680	16,282	14,132	2,150
Québec.....	102,141	78,419	23,722	89,379	67,658	21,721
Ontario.....	105,604	78,763	26,841	90,472	65,642	24,830
Manitoba.....	12,694	10,028	2,666	10,637	8,526	2,111
Saskatchewan.....	11,082	8,694	2,388	10,815	8,475	2,340
Alberta.....	18,837	13,638	5,199	11,688	8,988	2,700
British Columbia.....	48,106	33,034	15,072	36,369	27,718	8,651

* In addition, revised claims received numbered 64,313.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim
Province and Sex, at December 31, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants Dec. 31, 1969
		1-4	5-13	14-26	27 or more*	
Canada.....	671,763	350,735	170,326	91,500	59,202	536,697
Male.....	466,691	271,374	115,602	48,946	30,769	374,411
Female.....	205,072	79,361	54,724	42,554	28,433	162,286
NEWFOUNDLAND.....	29,373	18,266	7,460	2,397	1,250	29,377
Male.....	25,787	16,765	6,504	1,599	919	26,317
Female.....	3,586	1,501	956	798	331	3,060
PRINCE EDWARD ISLAND.....	5,587	4,406	774	271	136	4,933
Male.....	4,348	3,593	535	148	72	3,920
Female.....	1,239	813	239	123	64	1,013
NOVA SCOTIA.....	28,158	16,117	6,331	3,230	2,480	24,677
Male.....	21,657	13,583	4,520	1,948	1,606	20,155
Female.....	6,501	2,534	1,811	1,282	874	4,522
NEW BRUNSWICK.....	28,942	16,585	7,481	2,948	1,928	25,443
Male.....	21,099	13,225	4,873	1,799	1,202	18,515
Female.....	7,843	3,360	2,608	1,149	726	6,928
QUÉBEC.....	192,770	93,606	50,997	29,589	18,578	169,282
Male.....	133,102	70,658	35,461	16,843	10,140	119,687
Female.....	59,668	22,948	15,536	12,746	8,438	49,595
ONTARIO.....	206,359	102,673	51,070	30,545	22,071	159,284
Male.....	127,332	72,135	30,740	14,387	10,070	98,519
Female.....	79,027	30,538	20,330	16,158	12,001	60,765
MANITOBA.....	26,917	14,166	7,389	3,379	1,983	19,767
Male.....	19,636	11,572	5,328	1,792	944	14,396
Female.....	7,281	2,594	2,061	1,587	1,039	5,371
SASKATCHEWAN.....	21,082	12,336	5,371	2,091	1,284	17,926
Male.....	16,346	10,557	4,128	1,026	635	14,082
Female.....	4,736	1,779	1,243	1,065	649	3,844
ALBERTA.....	41,037	22,485	11,181	5,041	2,330	21,144
Male.....	30,366	18,646	8,056	2,553	1,111	15,225
Female.....	10,671	3,839	3,125	2,488	1,219	5,919
BRITISH COLUMBIA.....	91,538	50,095	22,272	12,009	7,162	64,864
Male.....	67,018	40,640	15,457	6,851	4,070	43,595
Female.....	24,520	9,455	6,815	5,158	3,092	21,269

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)								
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.0
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year.....	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1970—Year.....	129.7	130.0	130.9	126.8	124.8	139.5	131.2	126.5
1970—January.....	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February.....	128.7	131.3	128.3	125.1	123.5	137.7	129.0	126.5
March.....	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
April.....	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
May.....	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
June.....	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.5
July.....	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.5
August.....	130.5	131.9	131.5	126.2	125.3	140.2	132.5	126.4
September.....	130.2	130.0	131.8	127.0	125.3	140.1	133.0	126.4
October.....	130.3	128.5	132.8	128.2	125.2	141.2	133.1	126.4
November.....	130.3	127.5	133.3	128.4	125.8	140.8	133.7	126.4
December.....	129.8	125.6	133.4	127.9	126.1	140.7	133.6	126.4
1971—January.....	130.3	126.5	134.1	127.0	126.4	140.7	134.2	127.0
(1949 = 100)								
January.....	168.3*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—January, 1971

	All-Items						Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Jan. 71	Dec. 70	Jan. 70	Food	Housing	Clothing				
(1961 = 100)										
St. John's, Nfld.....	120.5	120.1	120.9	115.5	116.2	130.4	117.4	135.2	116.3	144.4
Halifax.....	123.6	124.0	123.2	125.1	119.5	119.7	119.7	143.5	131.2	129.7
Saint John.....	122.6	122.6	122.4	124.0	115.7	129.3	121.3	135.4	131.0	127.7
Montreal.....	124.4	123.8	123.5	124.0	117.9	124.8	126.4	132.6	141.3	128.7
Ottawa.....	127.5	127.2	125.7	127.1	122.3	128.9	127.1	142.8	136.5	132.7
Toronto.....	126.7	126.1	126.8	123.9	122.0	129.5	132.9	140.8	129.0	130.7
Winnipeg.....	126.8	126.3	126.2	126.1	117.0	135.2	130.7	147.4	136.3	129.7
Saskatoon-Regina.....	121.6	121.6	121.7	125.7	114.2	128.2	118.8	128.2	130.4	122.7
Edmonton-Calgary.....	126.4	126.2	123.5	130.3	119.3	127.8	122.9	145.4	135.6	125.7
Vancouver.....	124.5	124.1	121.0	129.5	118.9	128.1	124.5	136.8	125.3	113.7

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1966-1971

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	Per cent of Estimated Working Time
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
1968.....	559	582	223,562	5,082,730	0.32
1969.....	566	595	306,799	8,057,060	0.48
†1970.....	501	540	261,187	6,539,560	0.39
†1970—February.....	42	80	15,591	121,620	0.09
March.....	46	89	18,334	169,890	0.12
April.....	65	114	36,282	431,180	0.30
May.....	59	116	75,014	957,930	0.71
June.....	42	116	62,134	788,910	0.52
July.....	62	132	80,851	842,950	0.55
August.....	46	118	70,738	620,060	0.42
September.....	39	88	45,539	619,430	0.44
October.....	34	84	60,862	758,820	0.53
November.....	33	75	38,948	705,620	0.49
December.....	8	48	34,359	427,150	0.29
*1971—January.....	17	45	24,716	205,570	0.15
February.....	29	61	25,616	176,980	0.13

†Revised. *Preliminary.

Table G-2—Strikes and Lockouts, by Industry, February 1971, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	2	320	5,970
Mines.....	—	1	550	11,000
Manufacturing.....	17	30	5,666	43,170
Construction.....	1	4	757	1,000
Transportation and utilities..	3	7	7,200	43,130
Trade.....	2	8	185	3,160
Finance.....	—	—	—	—
Service.....	3	7	9,853	67,460
Public administration.....	2	2	1,085	2,090
ALL INDUSTRIES.....	29	61	25,616	176,980

Table G-3—Strikes and Lockouts, by Jurisdiction, February 1971, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	1	515	4,630
Prince Edward Island.....	—	—	—	—
Nova Scotia.....	3	4	412	1,380
New Brunswick.....	2	2	114	1,150
Québec.....	8	12	11,216	65,220
Ontario.....	8	20	3,336	47,480
Manitoba.....	—	—	—	—
Saskatchewan.....	—	—	—	—
Alberta.....	2	2	256	4,380
British Columbia.....	3	16	6,383	37,730
Federal.....	2	4	3,384	15,010
ALL JURISDICTIONS.....	29	61	25,616	176,980

Table G-4—Strikes and Lockouts Involving 100 or More Workers, February 1971 (Preliminary)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
				Feb.	Accu- mulated	Termination Date	
Forestry							
	J. E. Therrien Amos, Qué.	Carpenters Loc. 2725 (AFL-CIO/CLC)	103	2,060	3,910	Jan. 6 —	Wages—
	Northwestern Pulp and Power Ltd., Hinton, Alta.	Woodworkers Loc. 1-207 (AFL-CIO/CLC)	217	3,910	3,910	Feb. 3 —	Wages—
Mines							
METAL							
	*Hudson Bay Mining and Smelting Company, Flin Flon, Man.	Various trades' unions	550	11,000	12,650	Jan. 27 —	Vacations, holidays, welfare plan —
Manufacturing							
FOOD AND BEVERAGES							
	H. B. Nickerson & Sons Ltd., North Sydney, N.S.	Seafood Workers Loc. 112 (CLC)	123	550	550	Feb. 16 Feb. 22	Alleged working conditions— Return of workers.
LEATHER							
	Chartered Traders Ltd., Quebec, Qué.	Clothing Workers' Federation (CNTU)	126	630	630	Feb. 22 —	Wages, retroactive pay, fringe benefits—
KNITTING MILLS							
	Regent Knitting Mills Ltd., St-Jérôme, Qué.	Textile Workers' Union, Loc. 1475 (AFL-CIO/CLC)	430	1,080	1,080	Feb. 1 Feb. 4	Alleged slowness in settling griev- ances—Return of workers when both parties agreed.
WOOD							
	Weldwood of Canada Ltd., Flavelle Cedar Div., Port Moody, B.C.	Woodworkers Loc. 1-357 (AFL-CIO/CLC)	350	350	350	Feb. 1 Feb. 2	Alleged suspension of one worker —Return of workers.
PRIMARY METALS							
	Aluminum Co. of Canada Ltd., Richmond, B.C.	Steelworkers (AFL-CIO/CLC)	100	2,000	8,900	Oct. 23 —	Failure to negotiate a new agree- ment—
METAL FABRICATING							
	Hawker Siddeley Canadian Bridge Div., Windsor, Ont.	Steelworkers Loc. 2471 (AFL-CIO/CLC)	500	10,000	26,500	Dec. 14 —	Wages, working conditions—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, February 1971, (Preliminary) (Cont.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				Feb.	Accu- mulated	Termination Date	
Location							Result
Trane Co. of Canada, Toronto, Ont.	U.E. Loc. 512 (Ind.)	230	4,600	4,600	Feb. 1 —		Not reported—
American Can of Canada Ltd., Three locations, British Columbia.	Steelworkers various locals (AFL-CIO/CLC)	350	3,500	3,500	Feb. 15 —		Wages in a master contract—
MACHINERY							
Jeffrey Manufacturing Co. Ltd., La Salle, Qué.	Auto Workers Loc. 1376 (CLC)	105	2,000	2,000	Feb. 2 —		Wages, fringe benefits—
TRANSPORTATION EQUIPMENT							
Kelsey-Hayes, Kelsey Wheel Div., Windsor, Ont.	Auto Workers Loc. 195 (CLC)	750	8,250	8,250	Feb. 5 Feb. 19		Wages—66¢ an hr. increase over 3 years; shift premiums increased, other improved benefits.
*Halifax Naval Dockyard, Halifax, N.S.	Dockyard Trades and Labour Council	1,700	850	850	Feb. 19 Feb. 19		Protesting wage disparity between East and West coast workers—Return of workers.
Duplate of Canada, Hawkesbury, Ont.	Auto Workers Loc. 1661 (CLC)	136	140	140	Feb. 26 —		Alleged dismissal of two employees—
NON-METALLIC MINERAL PRODUCTS							
Crane Canada Ltd., Coquitlam, B.C.	Potters Loc. 303 (AFL-CIO/CLC)	120	600	17,340	July 14 Feb. 8		Wages—Hourly wage increases from 70¢ to \$1.15.
MISCELLANEOUS MANUFACTURING							
Johnson Matthey & Mallory, Etobicoke, Ont.	CLC—directly chartered	300	—	15,900	Nov. 16 Feb. 1		Plant closure clause—Not reported
Construction							
Lummus Company of Canada Ltd., Douglas Point, Ont.	Plumbers Loc. 527 (AFL-CIO/CLC)	244	240	3,890	Jan. 12 Feb. 2		Dispute over subsistence pay—Return of workers.
Fenco-Engineering, Bridgewater, N.S.	Various unions	200	200	400	Jan. 29 Feb. 2		Alleged grievance over sanitation facilities—Return of workers following discussions.
Constock (Quebec) Ltd., Sept-Iles, Qué.	Building and Woodworkers' Federation (CNTU)	250	500	500	Feb. 1 Feb. 3		Working conditions—Return of workers when working conditions improved.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, February 1971, (Preliminary) (Cont.)

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved	Feb.	Accu- mulated	Termination Date	Result
Transportation Utilities						
TRANSPORTATION						
W. J. Mowat Ltd., Toronto, London and Hamilton, Ont.	Specialized Parcel Delivery & Handlers Union	148	2,960	11,550	Nov. 9 —	Dismissal of an employee—
B.C. Hydro & Power Authority, Greater Vancouver and Victoria, B.C.	Transit Union Div. 101-104 (AFL-CIO/CLC)	1,800	7,200	43,200	Jan. 4 Feb. 5	Failure to negotiate a new con- tract—Wage increase.
*CNR and CPR, Various locations, Canada.	Railway Employees various locals (AFL-CIO/CLC)	280	360	810	Jan. 24 Feb. 4	Delay in contract negotiations— Return of workers.
Automotive Transport Labour Relations Association, Province-wide, B.C.	Teamsters various locals (Ind.)	3,500	21,000	21,000	Feb. 19 —	Failure to agree on new contract —
COMMUNICATION						
*Canadian Broadcasting Corporation (Rotating), Various locations, Canada.	Public Employees various locals (CLC)	854	2,800	2,800	Feb. 4 Feb. 22	Wages, job security, bilingual premiums, health insurance con- tributions—Return of workers.
POWER, GAS AND WATER						
Consumers Gas Co. Ltd., Various locations, Ontario.	Chemical Workers Loc. 161 (AFL-CIO/CLC)	560	8,400	38,080	Nov. 16 Feb. 22	Wages, fringe benefits—Wage in- crease over a 38 mo. contract; company assumes larger portion of medical-hospitalization premi- ums.
Service						
EDUCATION						
Various school boards (Rotating), Various locations, Qué.	Various teachers' union	9,000	55,420	64,560	Jan. 25 —	Reclassification—
Government of Newfoundland Various locations, Nfld.	Newfoundland Teachers' Association	515	4,630	4,630	Feb. 12 —	Wages—
PERSONAL SERVICES						
Hamilton Hotel Association, Hamilton, Ont.	Hotel Employees Loc. 197 (AFL-CIO/CLC)	240	5,760	5,760	Feb. 1 —	Wages, hours—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, February 1971 (Preliminary)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				Feb.	Accu- mulated	Termination Date	
Location							Result
Public Administration							
PROVINCIAL ADMINISTRATION							
Government of Quebec, Province-wide, Qué.	Engineers' Federation and Service Employees Federation (CNTU)		1,000	2,000	2,000	Feb. 25	Security of employment—

Federal jurisdiction.

Table H—Employment Fatalities in Canada During the Fourth Quarter of 1970

	Agri- culture	For- estry	(1) Fishing	(2) Mining	Manu- factur- ing	Con- struc- tion	(3) Trans- porta- tion	(4) Trade	(5) Finance	Serv- ice	(6) Public Ad- minis- tra- tion	Not Spec- ified	Total	Per cent
By Industry* and Age Group														
14-19.....	1	—	1	1	1	2	—	—	—	—	—	—	6	3.0
20-24.....	—	1	—	4	—	7	6	2	—	1	1	1	23	13.0
25-34.....	1	4	—	5	3	9	4	6	—	1	3	3	39	22.0
35-44.....	1	1	1	1	6	9	3	3	—	1	1	1	28	16.0
45-54.....	—	3	—	6	3	8	5	2	—	4	4	—	35	20.0
55-64.....	—	1	—	—	9	3	4	1	—	1	3	—	22	12.0
65 and over.....	—	2	—	—	—	—	—	—	—	—	1	—	3	1.0
Not given.....	—	—	2	1	2	12	1	—	—	—	—	—	18	10.0
Total.....	3	12	4	18	24	50	23	14	—	8	13	5	174**	100.0
By Industry and Occupation†														
Farmers (a).....	1	—	—	—	—	—	—	—	—	—	—	—	1	0.0
Loggers (b).....	—	7	—	—	—	12	—	—	—	—	—	—	19	10.0
Fishermen (c).....	—	—	3	—	—	—	—	—	—	—	—	—	3	1.0
Miners (d).....	—	—	—	16	1	—	—	—	—	—	—	—	17	9.0
Craftsmen (e).....	—	2	—	1	11	24	3	1	—	—	2	—	44	25.0
Labourers (f).....	1	—	—	—	7	9	4	1	—	2	3	2	29	16.0
Transport (g).....	—	3	1	—	3	2	16	6	—	—	1	2	34	19.0
Managerial.....	—	—	—	—	1	—	—	2	—	2	—	—	5	2.0
Professional (h).....	—	—	—	—	—	1	—	1	—	1	2	1	6	3.0
Clerical.....	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Sales.....	—	—	—	—	—	—	—	3	—	—	—	—	3	1.0
Service (i).....	1	—	—	—	—	—	—	—	—	2	5	—	8	4.0
Not given.....	—	—	—	1	1	2	—	—	—	1	—	—	5	2.0
Total.....	3	12	4	18	24	50	23	14	—	8	13	5	174**	100.0
By Industry and Type of Accident‡														
Struck by objects (j).....	—	8	—	7	4	5	4	1	—	—	3	1	33	19.0
Falls and slips (k).....	1	—	3	—	7	23	6	1	—	2	1	2	46	26.0
Collisions, derailments (l).....	1	2	—	1	1	11	10	8	—	2	6	2	44	25.0
Caught in, on, between (m).....	1	1	1	3	3	7	3	1	—	1	1	—	22	12.0
Inhalations (n).....	—	—	—	1	1	—	—	2	—	—	—	—	4	2.0
Conflagrations (o).....	—	—	—	3	4	2	—	—	—	—	1	—	10	5.0
Electric current (p).....	—	—	—	—	2	1	—	1	—	—	—	—	4	2.0
Over-exertion (q).....	—	1	—	—	—	—	—	—	—	—	1	—	2	1.0
Striking against (r).....	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s).....	—	—	—	3	2	1	—	—	—	3	—	—	9	5.0
Total.....	3	12	4	18	24	50	23	14	—	8	13	5	174**	100.0
Per cent of Total.....	1.7	6.9	2.3	10.4	13.8	28.7	13.2	8.0	—	4.6	7.5	2.9	100.0	

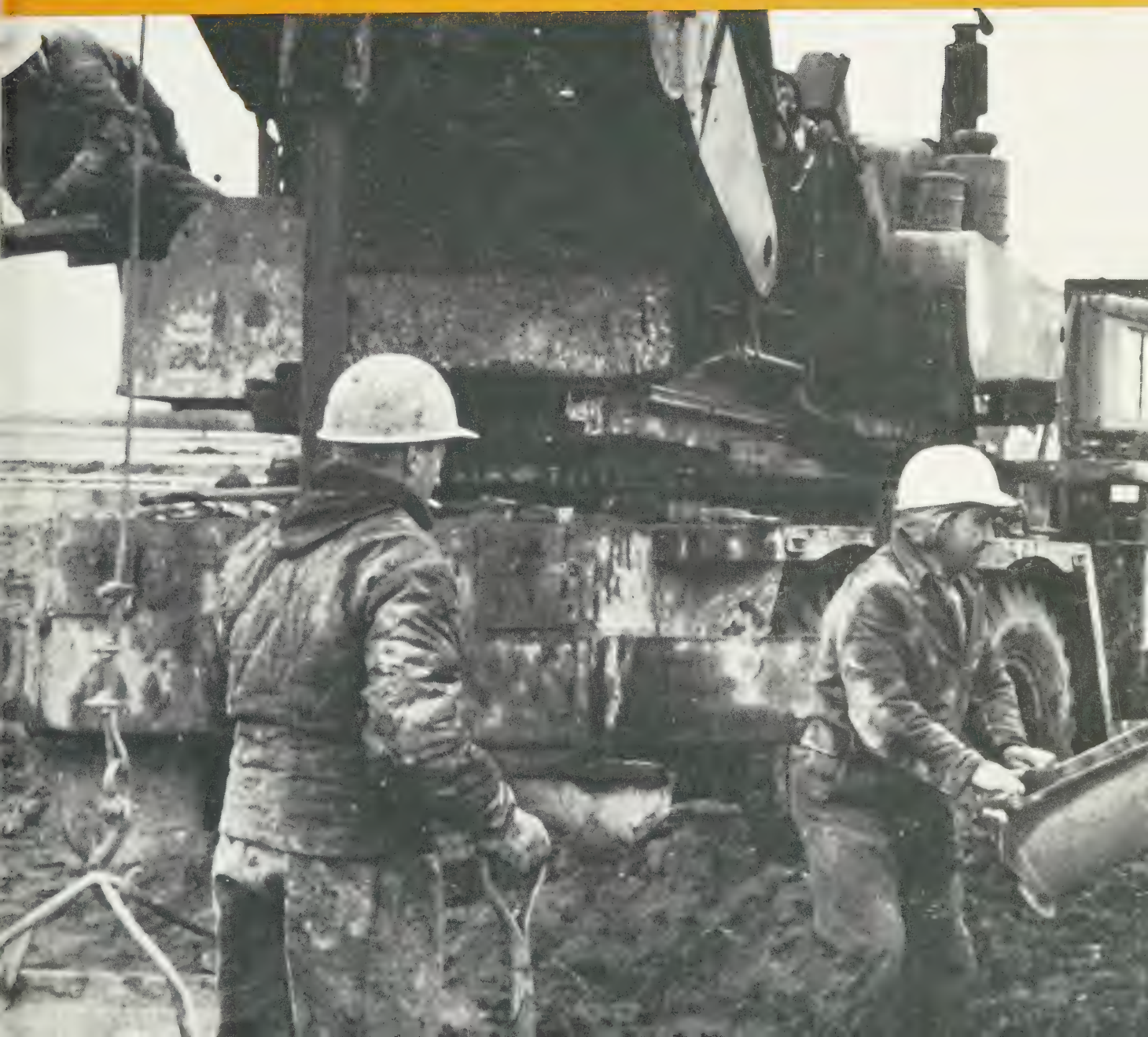
* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen. (e) Production process workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorption ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

** Of these totals, 136 fatalities were reported by the various Workmen's Compensation Boards; details of the remaining 38 were obtained from other sources.

The Labour Gazette



Are the mills, factories, smelters, logging camps, assembly lines and construction sites of Canada fit places to work? Is it realistic to expect workers to spend nearly half of their waking hours in this environment? See: Problem Sharing for Harmony and Profit, p. 382; Improving Labour Standards, p. 378 and Partnership with Management: Absurdity or Necessity? (Part 2), p. 367.





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News briefs

■ **Average weekly wages and salaries in Canada rose by 7.1 per cent in 1969 to \$117.63 from \$109.88 in 1968.** The year-to-year percentage change was the largest in the decade, reports the Dominion Bureau of Statistics in its **Review of Employment and Average Weekly Wages and Salaries 1967-69**. All industries recorded higher average weekly wages and salaries: forestry 9.5 per cent; construction 9.5; manufacturing 7.4; trade 7.9; finance, insurance and real estate 7.2; mining 7; transportation, communication and other utilities 6.8; and service industries 6.6.

During the same period, employment increased by 3.4 per cent, compared with an increase of only 0.1 per cent from 1967 to 1968. Employment increased in all sectors except forestry, mining and construction. The greatest increase was 8.9 per cent in service industries; and the greatest decrease was 2.5 per cent in the forestry sector.

■ **Seymour Chalfin is the new U.S. Labour Attaché to Canada.** From 1950 to 1957, Mr. Chalfin was employed with the U.S. Department of Labour. He entered the U.S. foreign service in 1957 and spent most of the next 10 years in Africa. At the end of 1967, he was posted to the U.S. Mission to the Organization of Economic Co-operation and Development in Paris as labour and manpower advisor. He held this position until coming to Canada in 1971. Chalfin replaces Jorme Kenon, who has been U.S. Labour Attaché to Canada since 1967.

Seymour Chalfin



Canada's first union-sponsored day-care centre for children of working mothers opened in Victoria, B.C. April 1. Sponsor of the centre is the Victoria Branch of the B.C. Government Employees' Union. The 2,000-member branch donated \$4,000 for the operation of the centre and for renovation of a building that will have facilities for the care of 20 children in the three-to-five age group.

Branch president Ken Kent said that electricians, carpenters and other trades members of the BCGEU have donated their time and skills to the renovation job. Considerable work was needed to put the old building into shape for operation as a day-care centre," said Mr. Kent.

Mr. MacDonald, Director of Social and Community Programs for the Canadian Labour Congress in Ottawa, says that one or two union locals in Canada have participated in day-care centre projects. "The Victoria Branch of the BCGEU is the first to undertake such a project one," Mr. MacDonald said.

Kent explained that the centre, providing care from 7:30 a.m. to 6 p.m. on weekdays, will operate on a non-profit basis. It will be staffed by a supervisor and two assistants. Rates to be charged for use of the centre will vary according to parents' ability to pay.

Another union acting in this area is The Public Service Alliance of Canada, which is conducting a survey of 40,000 members in the National Capital region on the need for day care. In launching the survey, PSAC resident Claude Edwards emphasized that the federal government, as the largest employer of women in the National Capital region, has a special responsibility for leadership in the provision of day-care centres for working mothers of pre-school children, and for those families with only one parent. "There are over 18,000 women working for the federal Government in the National Capital area," said Mr. Edwards, and "a significant percentage are mothers of pre-school children who are working to supplement or totally supply the family income."



■ Accidents are costing Ontario industry \$148 million annually, reports Robert G. Loftus, General Manager of the Industrial Accident Prevention Associations. IAPA has 52,000 member firms which together employ more than one million persons. Of the annual cost, about \$62.5 million was assessed to member firms of the Associations. During 1970, progress was made in the reduction of accident frequency and severity, said Mr. Loftus. Yet accident costs continued to rise as a result of the increasing costs of services, materials and taxes.

"The prevention of injuries to people is paramount, but every incident that interrupts the smooth flow of work costs industry much more than we realize," continued Loftus. "The same causal factors that cause injuries also cause business interruption. Our Association is committed to a 'total loss control' program for the 70s. TLC involves the recording and control of all factors that downgrade the industrial enterprise. This concept emphasizes that injury frequency reflects the degree of management effectiveness."

■ **Canada received 147,713 immigrants in 1970, a decrease of 13,818 or 8.6 per cent from 1969.** "The modest reduction in immigration in 1970 reflects our economic conditions and indicates the response of immigration selection criteria to reduced employment opportunities. Strong economic conditions in most of western Europe were also a factor in reducing immigration from that area," said Manpower and Immigration Minister Otto Lang.

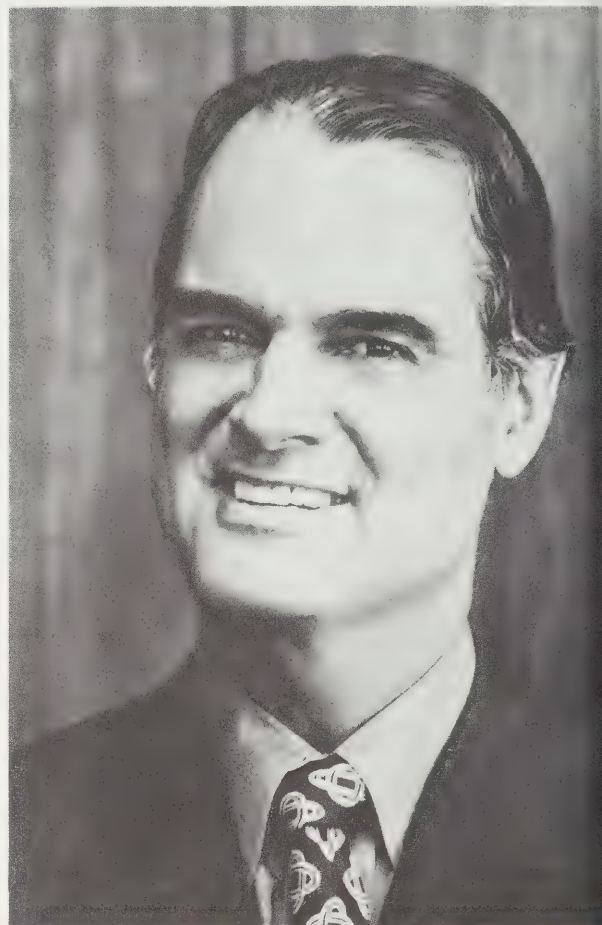
The 1970 immigration added 77,723 persons to the labour force, compared with 84,349 the previous year. The remainder, those not destined for the labour force, were largely dependants of immigrants or close relatives sponsored by individuals already in Canada. Among those intending to work in Canada, 22,412 were in the professional and technical category and 3,095 in the management field. Other intended occupations included: 12,143 clerical; 3,030 commerce and finance; 7,852 service industries; 22,006 manufacturing and construction; and 1,614 labourers.

By area, Europe and Asia contributed a lower percentage of the total movement, but there was an increase in the percentage of immigrants from the western hemisphere and Australia. Africa contributed the same percentage as in 1969.

The two major source countries for immigrants in 1970 were Great Britain, supplying 26,497 or 17.9 per cent of the total, and the United States, supplying 24,424 or 16.5 per cent. Immigration from Britain declined by almost 2 per cent, but from the U.S. it rose by 2.4 per cent. Great Britain and the U.S. were followed by Italy and Portugal, at 5.7 per cent and 5.3 per cent of total immigration.

■ **John Elchyson, Saskatchewan's Chief Industrial Relations Officer, died in February, aged 58.** Mr. Elchyson had been with the Saskatchewan Department of Labour for 19 years, first as a labour standards officer, then as conciliation officer. In 1961, he became Chief Industrial Relations Officer. During the period 1936 to 1951, he was employed in a variety of positions by the United Mine Workers of America.

■ **Ontario's new Minister of Labour is Gordon Carton.** He has been a member of the Ontario Legislature since 1963, and he served for four sessions on the Standing Committee on Labour, Legal and Municipal Bills. At the time of his appointment as Minister of Labour, he was chairman of the Pension Commission of Ontario. A lawyer, Mr. Carton served also as chairman of the Legislature's Private Bills Committee and the Select Committee on Corporation Law. He replaces Dal Bales who has become Minister of Municipal Affairs.



Gordon Carton

Veterans' disability pensions have been increased by 10 per cent as of April 1, and war veterans allowances have been increased by 15 per cent. The changes mean an additional \$408 a year for a married pensioner who is 100 per cent disabled, bringing the total to \$4,464 a year. The maximum allowance for a married veteran will go to \$201 a month, up \$26.

The changes were part of a new veterans pensions bill, given first reading by the House of Commons in March. The Bill grants special pension status to former prisoners of war of the Japanese, most of whom were captured in Hong Kong in 1941. The bill provides for an incapacity allowance of between \$800 and \$2,400 for these pensioners. **Pensions under the Civilian War Pensions and Allowances Act are being increased also to bring them in line with the increases in veterans pensions.**

Paul Goulet, a former director of the ILO Branch (now the International Labour Affairs Branch) of the Canada Department of Labour, died suddenly in Montreal on March 16 at the age of 75. He was head of the Branch from 1946 until his retirement in December 1963. Four years after joining the Public Service of Canada as associate director of National Selective Service in April 1942, he became an assistant to the Deputy Minister of Labour, and dealt with matters concerning the International Labour Organization.

Mr. Goulet attended his first ILO meeting in April 1946 as an advisor to the government delegates to the American Regional Conference in Mexico City, and a month later, as substitute government delegate, he attended his first Governing Body meeting in Montreal. He participated in many more conferences, usually in the capacity of government delegate, until 1961.

During his tenure, Canada's participation in the work of the ILO was stepped up, and the Branch achieved co-operative relationships with many labour and employer organizations and with the provincial Departments of Labour. Mr. Goulet believed whole-heartedly in the aims and purposes of the ILO, and he lost no opportunity to promote understanding and support of its programs.

The following tribute to Paul Goulet was received from George V. Haythorne, Commissioner, Prices and Incomes Commission, who was Deputy Minister of the Department between 1961 and 1969:

Those present and past members of the Canada Department of Labour who knew Paul Goulet were deeply saddened to learn of his death on March 16. For many of us in the Department it meant the loss of a long-time friend and valued colleague.

My first association with Paul Goulet goes back to the early 40s, when we worked together in the difficult and demanding years of National Selective Service. Later we came to have an even closer relationship in the senior councils both of the Department of Labour and of the International Labour Organization.

Through his quiet, modest and consistent manner he established a permanent place in the hearts and minds of all who were privileged to know him. Both inside and outside the Department he made a substantial contribution in building mutual appreciation and understanding among French- and English-speaking Canadians—a contribution that occurred at an important stage of our country's development.

There was never anything small or petty about Paul Goulet's outlook. He was a gentleman in the finest meaning of the word, with a deep sensitivity toward people and a readiness always to understand their situations. These qualities and his many contributions over the years made him one of the most highly respected members of the Department of Labour and of the Canadian Government service.

■ **Three of four major U.S. railway unions have signed agreements with railway companies after protracted negotiations and an 18-hour strike.** An emergency resolution passed by the U.S. Congress ended the strike in December 1970 and granted an immediate pay raise of 13.5 per cent. Since December, the Brotherhood of Maintenance of Way Employees, the Hotel and Restaurant Employees' and Bartenders' International Union, and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees have signed agreements providing wage increases of 43.6 per cent over 42 months. The United Transportation Union is the lone holdout.

Labour relations around the world

■ A workforce of 100,000,000 in the United States by 1980 has been predicted by the U.S. Department of Labour in a study of U.S. manpower. The Department prepares such a study every 10 years. Whereas the largest growth in the labour force during the 60s was among those aged 16-24, the biggest increase in the 70s will be in the 25-34 age group. The number of Blacks entering the labour force in the 16-24 age group will increase during the 70s by 43 per cent.

The proportion of women in the workforce will continue to rise, the study predicts, with married women accounting for the major share of the increase. By 1980, the number of women at work, 37,000,000, will be double the 1950 figure of 18,000,000.

White-collar workers will outnumber blue-collar workers by more than 50 per cent in 1980 with 31,000,000 blue-collar workers—up from 29,000,000 in 1970—and 50,000,000 white-collar workers—up from 38,000,000 in 1970. The number of workers in service occupations will increase to about 12,000,000 in 1980 from 10,000,000 in 1970. The number of farm workers will continue to decline.

Although the number of professional and technical workers will increase by about 50 per cent by 1980, the number of new teachers needed will be less than in the 60s. By 1980, for the first time, there will be as many professional and technical workers as blue-collar workers. And service occupations will rank second only to professionals, with a growth of 45 per cent. **By 1980, the survey says, service-producing industries will employ twice as many workers as goods-producing industries.**

■ Britain's new industrial relations bill was passed by Parliament on March 24 (LG, Feb., p. 82). The last clause of the bill passed after 22 hours of continuous sitting by Parliament. The new law outlaws wildcat strikes, and calls for secret ballots in serious disputes, and a 60-day, cooling-off period in official strikes affecting the national interest.

■ Norway is considering changes in paid holiday leave that could mean an almost Utopian existence for the country's workers. A priest, a lawyer, and a doctor, C. Bjercke, who is also Secretary General of the Norwegian Medical Association, were asked by Norway's Academics' Union and the Civil Servants' National Association to form a committee that would investigate the gradation of the duration of holidays according to age, length of service, responsibility and type of work.

The committee touched on the question of the five-day week also, to see whether it represented an appropriate distribution of work and leisure. It cited a German Scientist, Prof. A. Hittmair of Innsbruck, who has stated that, "Medically viewed, the five-day week is meaningless even absurd. It is injurious to health."

Says Dr. Bjercke, Committee Chairman: "Our committee has not taken any stand with regard to this claim. We have thrown light on various aspects of the problem and drawn attention to the fact that scientists who have studied the problem maintain that it may be correct to renounce free Saturdays in favour of longer, continuous holidays several times a year." The standard vacation in Norway is already four weeks, fixed by law. The committee recommended five weeks for people reaching the age of 40, six weeks for those of 50, and seven weeks for 60-year-olds.

The study said that the scramble to get out of town on weekend jaunts and to get back again tends to make a weekend as strenuous as work. "In a weekend people don't get the relaxation they need," says Bjercke. "The rush to use leisure hours produces a stress situation like the rest of the week." He believes also that shift work disturbs the body's daily rhythm. The study suggests that shift workers should get longer vacations, regardless of age.

Bjercke points out that the committee is aware that the proposals present practical difficulties, because production and business have to keep running. But he suggests that it now is easier to spread vacations over the whole year. Cheap air travel enables people to take winter trips to the south, thus releasing them from the traditional pattern of May-to-September vacations.

The five-day week is universal in Austria, East and West Germany, Sweden, Finland, Britain, Denmark, the Soviet Union and Yugoslavia. Whether or not Norway will adopt the committee's findings is still not known. But, according to Bjercke, the committee has "broken new ground and softened up the flexible holiday pattern which, in general, marks the conditions in Norway today."

An international conference, based on the theme of "Trends in industrial and labour relations" will be held in Tel Aviv, Israel, from January 9-14, 1972. The conference is inviting the submission of papers on any of the following themes: new directions for collective bargaining; preventing and resolving industrial disputes; manpower problems and adjustments in industrial societies; the changing labour force; and innovations in industrial relations theories and the teaching of industrial relations. An abstract should be sent as soon as possible and the finished paper by 31 August 1971—in English and not longer than 3,500 words.

The conference is being sponsored by the Israel Institute of Industrial and Labour Relations, the Israel Industrial Relations Research Association, and special committees in the United States and Europe. The conference will serve also as an official regional meeting of the International Industrial Relations Association. Additional information is available from: International Conference on Trends in Industrial and Labour Relations, 23 Raviviel St., P.O. Box 21006, Tel Aviv, Israel.

An emergency bill banning strikes and lockouts for six weeks was passed by the Parliament of Sweden in March. The bill was passed to deal with Sweden's biggest labour conflict since World War II. The problem began when 2,500 employees, most of whom are employed by local government and social welfare agencies, went on strike in February for higher pay. They were joined four days later by another 4,000 government employees, including 600 train controllers, bringing a halt to rail service. Local Governments began locking out employees, and the unions retaliated by extending the strikes. Then the Swedish Government locked out 10,500 public servants, including 25,000 teachers, and threatened to lock out military officers. The emergency measure is designed to give the Government and public service negotiators time to reach a settlement.

An agreement considered "historic" by United States construction unions and industrial contractors will reform nation-wide work rules as part of an effort to curb rising costs in the construction industry.

Signed on March 2, the agreement between 17 building and construction unions and the National Constructors' Association would, among other things, eliminate "excessive" overtime pay to construction workers; prohibit featherbedding, standby crews and work slow-downs; allow contractors to hire non-union labour when union workers are unavailable; and permit construction workers to use all tools of their trade without restriction. Both sides said the agreement would improve efficiency and cut costs in the construction industry. The reform agreement, however, carries no penalty for non-com-

pliance. In the construction trades, local unions have considerable independence from their national headquarters, and it will be up to each union to persuade its locals and rank and file to adhere to the rules.

Charles L. Pillard, President of the International Brotherhood of Electrical Workers, and spokesman for the unions, said that the new rules would not "solve all problems or create a Utopia," but that they would set a precedent and help improve efficiency in the industry. From the union's point of view, he added, the rules would help organize workers now outside the labour movement by making union-shop contractors more competitive, and could help reduce many of the on-site disputes that sometimes turn construction projects in the United States "into a nightmare of snail's-pace progress and soaring costs."

■ **Seasonal workers from the Caribbean will be coming to Canada to assist Ontario farmers** in the growing, harvesting and canning of the 1971 fruit and vegetable crops. The program, conducted in co-operation with the governments of Jamaica, Trinidad and Tobago, and Barbados, has been in effect since 1966 to overcome shortages of Canadian workers during peak periods.

Manpower and Immigration Minister Otto Lang said that careful consideration was given to the effect of the program on the demand for Canadian labour. "The program is intended to supplement the available supply of Canadian workers during peak harvest periods, and not to replace Canadian workers," explained Mr. Lang. "Canadian students, who form a considerable part of the Ontario harvest workforce, return to schools and universities just as harvest activities are on the upswing in September." Without the help of Caribbean workers, late maturing crops can be harvested only with considerable difficulty.

Last summer a total of 1,279 Caribbeans were employed in Ontario, five per cent of the total number of workers placed by Canada Manpower Centres in the Ontario harvest.

■ **Five U.S. postal unions have signed a merger pact. The merger is subject to a membership referendum later this year.** If ratified, the merger would heal a 13-year rift between the AFL-CIO's United Federation of Postal Clerks and the National Postal Union. The other three unions involved are all AFL-CIO affiliates: the Post Office and General Service Maintenance Employees, the Post Office Motor Vehicle Employees, and the Special Delivery Messengers. All hold nation-wide bargaining rights for their crafts.



50 years ago

The Canadian Manufacturers' Association celebrated its jubilee convention; Canadian homemakers were renting houses for less than \$23 a month; Calgary waiters were making \$23 a week; and the iron and building trades in New South Wales were pushing for a 44-hour week.

■ The Canadian Manufacturers' Association held its 50th annual convention in Québec City from June 7-9, 1921. The president, J.S. McKinnon of Toronto, referred to the strides made by Canadian industries during the half century of the Association's existence. The per capita production of manufactured goods had increased from \$71 in 1881 to \$360 in 1917. Mr. McKinnon said that a great industrial system had been built up in Canada, employing about 700,000 people, who with their dependants constituted a total of 2,000,000 people directly dependent for their living on manufacturing.

At first confined mostly to Montreal, Toronto and Hamilton, membership in the Association at the time the conference was drawn from all parts of Canada with a marked increase from the four western provinces.

The president referred to "recent legislation" regarding the reduction of hours, the fixing of minimum wages, workmen's compensation and other social measures, and claimed that "the effect of this legislation is to decrease the amount of work done by each individual, to increase the cost of finished products to consumers, and to drive money from capital investment, which would in time increase production and promote employment."

These measures meant well, he believed, but did not take sufficient account of practical economic laws—the fact that the consuming public would have to pay more for the articles they bought. "Our law makers should relax their efforts," the president asserted. "In addition to the Dominion, provincial and municipal governments, there are numerous commissions and boards, actively engaged in passing laws, restrictions and regulations." The investment of capital should be encouraged, he continued. During the past few years, taxation had been specially heavy on manufacturing and business interests. The lesson of the past few years was that "the public is master of us all;" employers and employees are partners in production; consequently "profits, wages, benefits and all other factors entering into the cost of production are subject to the desire and will of the buyers and must be determined accordingly . . . Wages, cost of distribution, including transportation, interest on money and similar factors must bear a relationship to the cost of production and the selling price of goods and this relationship is sooner or later determined by . . . the public." The prevalence of unemployment during the winter of 1921 was attributed to "the restriction of export markets, due to exchange conditions, to the disinclination of our buyers to purchase in a falling market, to the unnecessarily large importations of goods from other countries which could have been made in Canada, and to the evil effects of propaganda, creating labour unrest which in turn hampered the working of productive machinery."

The Industrial Relations Committee of the Association decided on the following course of action with respect to the resolutions passed in the International Labour Conference held at Washington in November 1919: to oppose vigorously any legislation giving effect to: (a) an 8-hour day and 48-hour week, (b) unemployment insurance, and (c) the entire suppression of private employment agencies; and to endorse: (a) the prohibition of

employment of women six weeks before and six weeks after childbirth, (b) all reasonable restriction of night work for women, and (c) the reservation of the execution of public works for periods of unemployment.

The committee reported that, after studying the experience of other countries in regard to unemployment insurance, it found that the various schemes involved "great danger of doing more harm than good." The committee favoured a centralized system of employment agencies under Government control, but not to the exclusion of private employment agencies.

Concerning the problems of employment and industrial diseases, the federal Government believed that it already had sufficient powers under the Immigration Act and Department of Health Act to give effect to all the Washington Conventions with the exception of the one related to unemployment insurance, and an investigation was then being conducted by the Department of Labour into systems of unemployment insurance and old age pensions.

Regarding the number of work hours and conditions of labour, the CMA committee found that "while many of the provinces already have legislation in line with some of the less important conventions, such as night work for women and fixing the age for the employment of children in industry at fourteen, no province has passed any 8-hour-day law." It was true, the report said, that 8-hour-day bills had been introduced in several of the legislatures, including Ontario and Manitoba, but they were not Government measures and not seriously pressed. **The committee, however, had issued a strong circular pointing out the folly of passing such legislation. The only country, the report stated, that had ratified all the conventions of the Washington Conference was Greece.** As far as the most important of the conventions were concerned—namely, the 8-hour day and 48-hour week—the only countries that had made much progress were Great Britain, France, Denmark, Switzerland and Holland, the committee said. The experience in France and Denmark had been that the falling-off in production had been in almost exact ratio to the reduction in hours.

The committee strongly condemned the allegations made by many labour leaders and others "at the beginning of the season of serious depression and unemployment that the depression was being deliberately engineered by employers in order to be able to dismiss their employees and rehire them at lower rates of pay."

As the depression grew worse the committee said, "the falsehood of this accusation became so apparent that it was to some extent dropped, but it has never been

formally retracted, and there is no doubt that it has done great mischief in the way of stirring up discontent and bitterness."

■ **The average rent in Canada in May 1921 was \$22.84 a month for a six-room house with modern conveniences in a good locality.** Two thirds or about 65 per cent of the total income of an average family of five would go toward food, fuel, light and rent. Sirloin steak could be had for as little as 35¢ a lb., eggs were 36¢ a dozen, butter 51¢ a lb., six quarts of milk 86¢, 4 lbs. of granulated sugar 50¢, 10 lbs. of flour 64¢, and tea and coffee 56¢ a lb. The average cost of fuel and lighting for the month of May was \$3.81.

■ **Waiters and waitresses on Calgary counters received \$23 a week minimum wages in June 1921.** If they waited on tables, but did not collect the checks, they were paid \$16.50; if they collected checks, they were paid \$15.50 a week. They worked six days a week, eight and one half shifts, and could take 30 minutes on their employer's time for a meal.

■ **The demands of labour unions in the iron and building trades for a 44-hour week were causing industrial unrest in a county of New South Wales, according to the President of the New South Wales Board of Trade.** He was appointed a Royal Commission to inquire into the advisability of adopting a 44-hour week in these industries, and into the probable effects it might have on the industries concerned.

In his report, the Commissioner discussed the world movement for the reduction of hours, and enumerated the trades in Australia in which the working hours had "in recent years" been reduced below 48. He suggested in his recommendations: that the working hours in the building trades be reduced to 44 a week, with five days of eight hours each, and four hours on Saturdays; that when building mechanics were employed in industries operating on a continuous basis, the ordinary hours of the industry should be worked; and that the hours of stonemasons working under cover should be reduced to 40 a week.

The Commissioner believed also that employees in the iron trades were entitled to a reduction of working hours to 44 a week, but that the change should not become operative for a period of six months. He considered that "the immediate adoption of a shorter working week would cause serious public mischief," but that if employers were given a reasonable time to complete existing contracts and to re-organize their plants and methods, the change could be effected without dire results.

Book reviews

The Best of The Canadian Personnel Journal by J.R. Perigoe and T.F. Hercus; The Canadian Personnel and Industrial Relations Journal, Toronto; 325 pages; \$5.

The Canadian Personnel and Industrial Relations Journal has just recently celebrated its 16th anniversary. To mark the occasion, Editor J. Rae Perigoe, who founded the Journal in 1954, has compiled and edited, with the help of Associate Professor Terry F. Hercus, University of Manitoba, selections of readings from the Journal and the Canadian Training Digest for the period 1955 to 1970. The book is divided into 11 sections, the last of which features articles in French only.

Labour Gazette readers will find Section VII on Labour Relations of particular interest. Some of the topics covered are: collective bargaining in the public service and its effect on the private sector; new frontiers in white-collar unionism, labour-management relations in the next decade; and the insensitivity of the unions to the real needs of members. Additional articles deal with strikes, picketing and the enforcement of labour laws, preparation for arbitration, and the so-called "sound barrier" that exists between management and labour.

Sections V and VI concern wage and salary, safety and health. Other sections deal with manpower planning and the behavioral sciences, as well as other topics of interest to personnel management. All contributions were selected for high readability and fresh, provocative approach. The entire Journal, 1954 to the present, is available on microfilm from the publisher, Suite 616, 74 Victoria Street, Toronto 1.

The Story of the Savannah, An Episode in Maritime Labor-Management Relations, by David Kuechle, Harvard University Press, Cambridge, Mass. Distributed in Canada by Saunders of Toronto Ltd. 313 pages; \$10.

The story of the "Savannah" is centred around the U.S. government-owned "NS Savannah," built as a joint project of the U.S. Atomic Energy Commission and the Maritime Administration to demonstrate the peaceful uses of atomic energy and to provide information on the economic feasibility of a nuclear-powered merchant fleet for the United States. The Savannah story was originally researched by Mr. Kuechle, an Associate Professor of Industrial Relations at the University of Western Ontario, as a thesis toward a doctorate at Harvard University's Graduate School of Business Administration.

The structure of bargaining in the maritime industry has proved a challenging topic for many experts in the labour-management field, but until the "Savannah," there was no opportunity for an in-depth microcosmic study in which the myriad of problems could be brought into sharp focus. The book describes in detail the experiences surrounding the "Savannah"—still the only ship of her kind—from conception until early 1969, when she was operating as a merchant carrier for American Export-Isbrandtsen Lines.

As a government ship, the "Savannah" operated under general agency agreements with private steamship companies, and data from her operation provided considerable evidence that the competitive status of the declining U.S. merchant marine could be improved through nuclear power. The ship proved perfectly seaworthy and mechanically excellent, but even before her first sea trial the "Savannah" faced many problems. There was poor planning from the moment designers put their pencils to paper. **Apparently the planners overlooked the fact that no ship, regardless of her abundance of automated equipment, can operate unless her crew members want her to.**

The book portrays the traditional rivalries among government bureaus, unions, and employer groups—an ineffectiveness of communication and an unwillingness to search out common goals. High-lighted also is the issue of the Government's role in collective bargaining where the industry support derives in part from the public treasury. Prof. Kuechle makes no claim that his study provides solutions to the historic problems that are portrayed dramatically in this episode. The book, however, will prove a valuable reference for labour management, government, and interested scholars, as the search for solutions continues.

Partnership with management: absurdity or necessity?

Part 2

by K.R. Robinson

A prominent group that can be singled out as having its share of industrial democracy critics is the academic community, complete with its labour and industrial relations experts, and its "professors of industry." They have been hot and cold toward the concept for many years, and have generally ended up labelling it as an interesting sociological experiment and letting it go at that.

Some have been more specific in their criticisms, however, and one can read comments from people like Prof. Frederick Herzberg, an American behavioural psychologist, who claims that salary, hours and working conditions are mere "hygiene" and have little to do with motivation. He separates job enrichment from participative management or industrial democracy, and states that, although these conditions may provide limited benefits, they are essentially concerned with changing behaviour by changing attitudes. "But attitudes don't change behaviour; behaviour changes attitudes," says Prof. Herzberg. To each his own, I say to Herzberg.

Many of the academics who pass judgment on industrial democracy seem to be obsessed with the need to hang a political motivation label on the concept. Ian Clegg, Editor of a series of pamphlets titled "Perspectives on Work, Welfare and Society," published in Britain, and also author of a book, **A New Approach to Industrial Democracy**, states that "participation in management is the latest and most successful attempt to wean workers away from socialism." Having suggested by this statement that all workers are firmly in the grip of the demon socialists, he goes on to say that "Worker's participation in management cannot achieve any real gains in capitalist society." One wonders who is doing the "successful" wooing of the workers toward the concept if they cannot achieve any gains from it in our capitalistic society. The capitalists?

Mr. Clegg ends his treatise with the words: "I have rather pessimistically outlined the possibilities of workers' control of self-management as a millenarian stage in the process of the socialist transformation of society; but the discussion is not closed, and it is certain that some similar form of relation between man and his work will exist in future socialist societies."

Rather than let Clegg have the last word, I am again moved to wonder why anyone would want to label a simple desire on the part of the workforce to improve the conditions under which it works as "a millenarian stage in the process of the socialist transformation of society." Nonsense. **Ninety per cent of the working men and women in this country wouldn't know what a "socialist transformation of society" was if you hit them on the head with it. What's more, they couldn't care less.**

We have also the comments of another member of the academic community—William Gomberg, Professor of Industry at the University of Pennsylvania—presented in a paper to the Industrial Relations Centre of McGill University in November 1970. Prof. Gomberg titled his presentation, "The trouble with democratic management." In it he remarks that democracy "is among the misused words in our vocabulary," and he goes on to conclude that the main trouble with democratic management is that it is just too darned democratic! He states further: "Many university business schools are sources of serious confusion in their dissemination of the most fashionable current cliché in discussions about the changing nature of management—that it must become democratic or perish. Democratic management of industry has become the most modish philosophy shared by the avant-garde students of the American industrial enterprise." At least Professor Gomberg has not called it a socialist plot.

The good professor came on very strong in his presentation, and left no doubt that he is indeed occupying the chair of "industry" at the University of Pennsylvania. The nub of his remarks would seem to be that he who controls the finances also controls the democracy. He went on to point out that, as long as management at the centre controls the computer, it also controls the democracy—without "any nonsense about participative decision making at the grass roots."

Citing the late Studebaker company as a horrifying example of what can happen if management pays too much attention to being a good industrial citizen and not enough to selling their product, Gomberg offers the thought that it would be a foolish worker or middle-management executive who would prefer the Studebaker-type democracy to General Motors authoritarianism over a long-term period. He suggests also that companies like GM could be kept in line by an aggres-

sive, independent union. An international conglomerate like General Motors cannot be kept in line by government, let alone an aggressive, or an independent union. The Government of the Province of Québec has not yet been able to convince the Detroit automobilmakers that there is the slightest necessity for them to institute French as a working language in the GM plant at St. Thérèse.

The belief that employees can and should participate meaningfully in the organization in which they are employed is being increasingly accepted, and many in the academic community hail the move as being a necessary forward step toward the re-establishment of human values in our society. Prof. Donald Wood of Queen's University is one who sees a future for democratic participation between management and labour. Prof. Wood has said that, although there is much suspicion and fear on both sides that such involvement will be misused, there is a definite need for such participation, and he calls for more and bolder experimentation by management and labour.



Five years ago Mr. Justice Freedman made what were considered by many to be crucial recommendations in the area of industrial democracy in his report to the Federal Government (LG 1966, p. 4). Among these was the proposal that the residual management rights thereby be discarded from the arbitration process. He made other recommendations that many consider vital if we are to arrive at some reasonable harmony between organized labour and management in this country. Yet three successive federal Ministers of Labour have chosen to ignore his comments. Promises of early implementation of Mr. Justice Freedman's recommendations have been made and broken many times, while the report gathers dust—no doubt at the bottom of someone's in-basket.

The final group of identifiable critics of industrial democracy can be found among some elements of organized labour. Their criticism, like that of all the others, is based on sincere convictions, and must be examined in that light.

The major criticism from labour seems to stem from the question of how the concept of industrial democracy will fit in with long-established union procedures and authorities in the workplace. In many cases, labour has achieved these hard-won procedures and authorities only after many years of bargaining and struggle; they are not about to be surrendered for a "mess of pottage." Many unionists believe also that some managements would encourage industrial democracy or participation as an attempt to reduce the power of the union on the job.

It is probably fair to say that labour is split between those who advocate participation and those who think that workers—and more particularly unions—should not get deeply involved with management in case they become inhibited in their activities as unionists.

Powerful unions, in the United States in particular, insist that they must remain independent of both government and management. Participation in management is seen as undermining the principle of countervailing power by replacing bargaining between two free agents with something that could be detrimental to the power position of the union.

More recently, in Europe, industrial democracy is creating problems in those countries where the practice is already in force, as well as in those where it is not. Most of the trouble stems from the introduction of the European Common Market system. **Some unions are attempting to impose the participation concept on the Common Market Commission as a model for all European industry to follow. They are being opposed by a number of large, politically radical European unions, located primarily in France and Italy.** These unions wish to continue their struggle for the equal rights of workers by militant means. They believe that equal rights can be achieved only on the other side of the capitalistic system. For this reason they reject every form of co-determination or participation within the existing order of society. Many in their ranks believe that participation tends to disguise the social conflict between labour and private capital and betray working-class interests—and therefore that it would be detrimental to labour if the principles of industrial democracy were included in the economic and social laws being drawn up to govern all Common Market countries.

Those among organized labour who support industrial democracy are eager to use it as a tool to further their aims, and are embracing the concept as an extension or continuing part of the collective bargaining system. It is safe to say that **the industrial democracy concept has come to be identified by many in labour as one of the possible achievements of collective bargaining. This identification is based on the long-held belief that collective bargaining has been the surest way to industrial democracy, and that worker participation in the enterprise has been best served by this method.**

What little participation workers have had in management in North America has been achieved almost exclusively, up to now, through collective agreements and their application and interpretation, rather than by way of labour representation in management itself. Organized labour is convinced that by this route and no other is it possible to introduce an element of democracy into the government of industry. The fact remains, however, that in the whole labour-management relationship in Canada, nowhere does labour have a real "say" in the introduction of new technology and work practices in industry. Some observers insist that it is this particular residual management right that is causing much of Canada's current labour unrest in these times of massive layoffs caused by technological change. In their present form, the collective agreements negotiated by labour today do not and cannot deal with these problems.

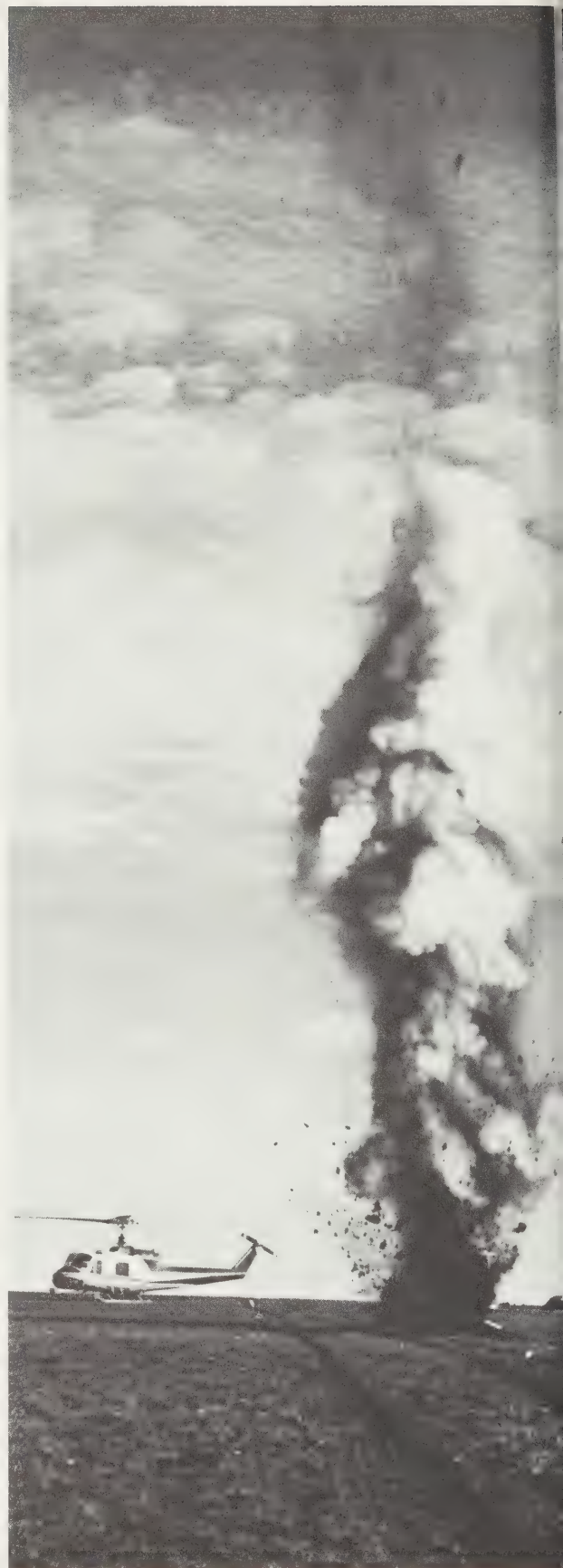
For industrial democracy to work properly in our free enterprise, capitalistic system, we require absolute freedom of the parties to the collective bargaining process, and we cannot tolerate dictatorship by employers, employees or unions. Continual conflict may be inevitable unless all parties concentrate on the most important issue: the needs of the workforce itself—the needs of workers who not only run the factories and produce the profits, but who also pay their dues to unions in return for protection of their interests and rights and the provision of services. If employees want more meaningful participation in their workplace, accommodation will have to be made by both organized labour and management in order to provide it.

At this point we should ask ourselves, Why has the philosophy of participation and democratization persisted despite rejection by academics, businessmen, a gallery of politicians, and even some segments of organized labour? Part of the answer lies in the fact of historical precedent—that the force of an idea whose time has come is irresistible. In the minds of many, the time has come for industrial democracy. For, in spite of all its detractors, the concepts, the ideas, and the philosophy it expounds are alive and growing.

There are other reasons for the current resurgence of interest in industrial democracy, reasons that are buried deep in the vitals of our way of life. Some elements of government are welcoming the participation concept because they see it as a way to promote economic stability through the reduction or removal of labour problems. Government has come to regard industrial strife as a potential focal point of social conflict, and that conflict as a possible threat to government's role as guardian of the national interest.

Official encouragement of participatory or industrial democracy might enable governments to buy long-term industrial peace without surrendering freedom of action. We must also remember the suggestion of Mr. Clegg that permitting participation in management is but the latest attempt to wean workers away from socialism. A political statement, but one that would no doubt be considered relevant in government circles.

All governments are aware that the big losers in labour strife are not just the two parties immediately involved, but the general public as well. **By encouraging the adoption of participation plans to prevent breakdowns in communication at critical periods of negotiation between labour and management, governments may thereby prevent mere problems from building into social confrontations.**



lightened business management is interested in making optimum use of its manpower resources, and it therefore finds at least the idea of participation acceptable. To many in industry it has become evident that valuable human resources are being wasted by traditional methods of operation. Such waste would not be tolerated if the commodities being abused were raw materials. Labour is more expensive today than ever before in history, and as a high-cost item it deserves to be used as efficiently as possible. Any waste of human resources is costly, and many managements are awakening to the fact that there may be ways to reclaim this wastage much as they reclaim other resource material.

There are other reasons why some managers in industry are interested in employee participation. No doubt some see it as a means to beat the unions at their own game by making work practices more attractive, so that unions have less of a collective hook to hang their hats on. There is also the factor of management's concern to reduce industrial agitation to a minimum in order to protect their positions as profit makers. **Statistics have shown that production increases are equated to worker-satisfaction increases, and this factor, plus qualitative and other product improvements directly connected with industrial democracy, would no doubt add an attractiveness to the concept for most far-sighted businessmen.**

Those among labour who support industrial democracy do so for a number of reasons. Some no doubt embrace the concept because they are anxious to maintain their place in the power structure; they may fear that they would be excluded from participation if management got between them and their membership at the plant level.

This would not be the case for the majority who support the concept. They support it because they are sincerely motivated to provide something beyond straight economic gains for their membership, and they are simply responding to the demands of a labour force that is becoming increasingly dissatisfied with its place in the industrial structure. Most people realize that it has traditionally been labour's role to provide leadership for any reform of conditions in the workplace.

For others in organized labour, it has been frustrating to realize that, under the present system, strikes, agitation and, on rare occasions, political action are the only tools by which they are able to promote their own interests. Industrial democracy has demonstrated to many in labour's ranks that there is another way.

Forward-looking labour leaders recognize that today's average union member is better educated and more conscious of his social and economic development than were the members of a generation ago. Statistics indicate that the level of education of those entering the workforce has risen sharply in Canada since 1966, and that it will probably continue to do so. **Wages will likely continue to be No. 1 on the shopping list of labour for some time to come, but union members are now much more aware of the economic and technological developments affecting their jobs, and they are becoming less and less willing to accept their working role without question.** This is further proof of the need for industrial democracy to occupy a place of increasing importance in future negotiations with management.

Expectations among the working public are higher today than ever before, and everyone is convinced of the necessity for improving the quality of his or her life. This is another key reason for the renewed interest in industrial democracy. It has taken labour many years to establish the democratic rights that give them the freedom to form unions, elect their own officials, bargain collectively, and maintain the right to withhold their services. If these rights are to continue as meaningful tools for the working population, then perhaps industrial democracy is the only logical step for labour to take. If changes are not made, the tremendous social disruption that technological change is causing will continue to erode the institutions of both labour and management.

Much has been said and written about the wonders of automation and the benefits that it brings. As a consumer oriented society, we are continually programmed by the advertising industry to want more. The terms "newer" "better" and "faster" have been judiciously applied to convince us that planned obsolescence is necessary. **We are urged to strive continually for next year's model, rather than be content with what we have. Man has consequently been brainwashed into accepting the acquisition of things as the answer to most of his problems.**

Prof. Robert McCracken of the University of California at Los Angeles has stated that man himself may become obsolete. Prof. McCracken claims that the volume of information and the extent of its potential application have burgeoned so enormously that the human brain can no longer accommodate them. "We are already beginning to take a back seat to the big computer," he says. "Someday machines will treat us as pets." Perhaps McCracken was overstating his case; but a worker who has just lost his job to a computer would not think so.

The new technology has created prosperity for those in the workforce who have been able to find accommodation in it, but for those who have not, it has changed their lives for the worse. Because of automation, millions of workers have lost control over what they are doing. The alienation of the worker from his job is no longer just an academic phrase—it is a reality. Scientific management techniques, involving increasing use of automation and mechanization, are creating ever more rigid work patterns in most North American industries. Many persons in the workforce have been relegated to performing repetitive, mindless, and soul-destroying jobs as slaves of an automated process. Assembly line techniques have been refined by breaking down job functions into smaller and smaller units, forcing workers to move faster and think less. Pride in workmanship and a sense of belonging have been rendered meaningless by the computer age. **Many in the workforce would no doubt be prepared to accept a degree of powerlessness in their work if wages were high enough to achieve satisfaction or status outside it. But such is not the case—and the gap between job content and the intelligence the individual is able to exercise is widening.**

As industry automates at an ever-increasing pace, another threat is emerging to haunt labour: redundancy. The relentless march of the machine age is making man obsolescent in the industrial process. Newspapers carry daily accounts citing cases of workers being laid off because a change in the manufacturing process has made them redundant—losing their jobs to factors over which they have no control. What a frustrating and bitter experience for a man who has been perfecting his skill for 20 years, only to find it suddenly useless to him!

The idea of becoming technologically obsolescent does not apply solely to the accepted blue-collar occupation. Newspapers carried recent comments of a professor Stanford University who is examining the possibility that many in the managerial occupations are in danger of becoming incompetent because of the rapidity of technological change. He suggests that individuals in managerial and executive positions become incompetent over a period of time, at a level at which they once performed well, because they become uneducated or technologically obsolete. In his opinion, this is becoming a serious problem to managerial and executive careers, and it can be overcome only by continual training and upgrading of skills.

Many workers engaged in manufacturing consumer products find that they cannot afford to buy them, yet they have their sights continually raised through advertising, often seeing the same products they helped to make being touted as a necessary part of the "good life." **This continual confrontation with the fact that they are among those who will never live the "good life" manifests itself in many ways, usually at the workplace. Increased absenteeism, tardiness, grievances and negligence, coupled with rejection of responsibility and general alienation, add up to the prevailing I-don't-give-a-damn attitude in which pride in workmanship is looked upon with suspicion.**

Feeling frustrated with his job, and unimportant in the overall scheme of things, the worker who spends all day tightening seven bolts on a noisy, filthy, horror of an assembly line takes a lot of convincing to believe that he is doing something important and meaningful in his working life.

As automation increases, it becomes more difficult for the average worker to understand or control the production process in which he is involved. Although conditions of work in highly automated factories are better than those of the automobile assembly line, the average worker's contact with his product becomes reduced to the manipulation of levers and buttons, or merely to watching dials.

The inability to feel a sense of identification with the product serves only to increase worker alienation, and to further reduce the possibility of his achieving any pride in workmanship or satisfaction with the job. The introduction of computers further reinforces a lack of worker identification, because computers allow decisions to be taken at the top, thereby reducing on-the-floor or shop control.



Our educational facilities are producing better educated candidates for the workforce, yet industry is moving in the direction of ultimately presenting them with jobs that can be done by trained chimpanzees. Not everyone can be a computer technician or operator, for there are only so many computers to go around.

Some observers of the current industrial relations scene believe that the widening gap between job content and the type of intelligence the individual is able to exercise will provide a rich bed of discontent for the seeds of

dissent to grow in. The average Canadian worker is now between 30 and 35 years old, and his goals and aspirations are not the same as the traditional aims of labour in the past. The young people now in the workforce have grown up in the affluent years since World War II, and to them the great Depression was just something their fathers talked about.

Young people entering the labour force today are of the same generation as those in the universities and on the streets who are demanding changes in our Canadian way of life. It is reasonable to assume that they, too, will be unwilling to accept authoritarian management at the workplace, and will be demanding changes not only from management, but from organized labour as well.

What of the future for industrial democracy? Is there any evidence to indicate that anyone is listening to the plaintive cries of the workforce for more of a hand on the throttle? Or is the idea going to remain merely an interesting sociological experiment? Aside from the many industrial democracy projects operating in the rest of the world, with their promise of becoming the springboard for future meaningful involvement of labour in business and industry, there is evidence in Canada that organized labour, at least, is responding in a meaningful way to the new desires of the workforce. Unlike its

counterparts in some countries, labour in Canada attempting to change the system, rather than becoming part of it.

The Canadian Labour Congress was presented with direct challenge, at its May 1970 Convention in Edmonton (LG, Aug. 1970, p. 558), by a reform caucus composed of young labour militants calling themselves the "pancake group." The caucus demanded extension of trade union rights into the sacred confines of management, so that workers would be enabled to share in the decisions affecting the entire industrial environment, from plant location to pollution control and aesthetics.

The convention delegates were told of the need to erode, to restrict, and ultimately to remove the unfettered right of management to control the working forces, to impose discipline, to determine work schedules, to select and promote supervisory staff, and to administer pensions.



This go-for-broke approach to industrial democracy was prompted, no doubt in part, by an attempt to bring attention to the fact that most layoffs are caused by automation, and that layoffs caused by technological change are becoming a daily occurrence.

Those attending the convention responded in various ways; the Congress itself has since formed a top-level committee, chaired by William Dodge, CLC Vice-President, to study industrial democracy and its implications for Canadian labour. The committee, which has already held a number of meetings to review the European experiences, shows signs of definite activity. **At that same convention, however, organized labour made it very plain that it considers industrial democracy only as an extension of the collective bargaining system, and therefore coming within the jurisdiction of the unions.**

To date, there have been few bargaining demands put forward that can be identified as being directly related to industrial democracy practices. During recent negotiations, however, the United Auto Workers introduced industrial democracy demands that called for changes in assembly line techniques that would make the jobs of auto workers more interesting, and improve the quality of the product. Union negotiators pointed out that boredom from monotonous and unpleasant jobs has contributed to breakdowns in plant discipline, and absenteeism. They backed their demands with statistics showing that absenteeism at Ford and General Motors had risen sharply during the past year. An average of 5 per cent of all hourly workers, and as high as 10 per cent on Mondays and Fridays, were absent from the plant. Tardiness and grievances are also increasing, and the labour turnover at Ford last year was reported to be 25.2 per cent.

Organized labour generally is showing that it is aware of the need for changes in the system, and is responding directly to some challenges through use of the collective bargaining process. The International Brotherhood of Pulp, Sulphite and Paper Mill Workers is bargaining anti-pollution clauses with their employers in a direct attempt to involve the workforce meaningfully in contemporary problems.

Many unions are conducting surveys among their memberships to determine attitudes and opinions. This "pulse taking" is coming up with some strange answers. **In a recent survey of American locals, the American Newspaper Guild found that, in response to a series of 10 questions asked by the union concerning membership interests, the rank and file responded by indicating that its major concern was the lack of meaningful participation in the product.** Well down the list were salaries, wages and fringe benefits. Perhaps organized labour may yet change its shopping list to give more priority to non-wage items.

What about the managements of industry in Canada? Does the prospect of having to share decisions with their labour force frighten them? Or do they welcome it? As far as industrial democracy practices among businesses in Canada are concerned, its application appears to be a hodge-podge: joint consultation committees; some moves by various companies to acknowledge the need for more participation by middle and junior management; attitude surveys of employees asking questions like, Do you think you are informed enough?; and the usual attempts to keep the workforce reasonably happy but not necessarily involved.

Industrial relations questionnaires seem to be the "in" thing at the moment with industry, as an attempt is made to put a name to the newer forms of worker discontent. A few pulp and paper companies, aided by a knowledgeable union are making real strides toward involving their employees in company decisions and planning for technological change. But most companies don't bother explaining the "why" of automation, let alone trying to accommodate the workforce in it. Canadian schemes to date stop far short of European-style industrial democracy, or even the type practised by such U.S. firms as the Polaroid Corporation or Corning Glass.

Canadian industry has tended to stay within the confines of the labour-management co-operation range of industrial democracy, which in some cases has developed into a few meaningful social and educational projects. But it has steered clear of sharing the decision-making process with labour.

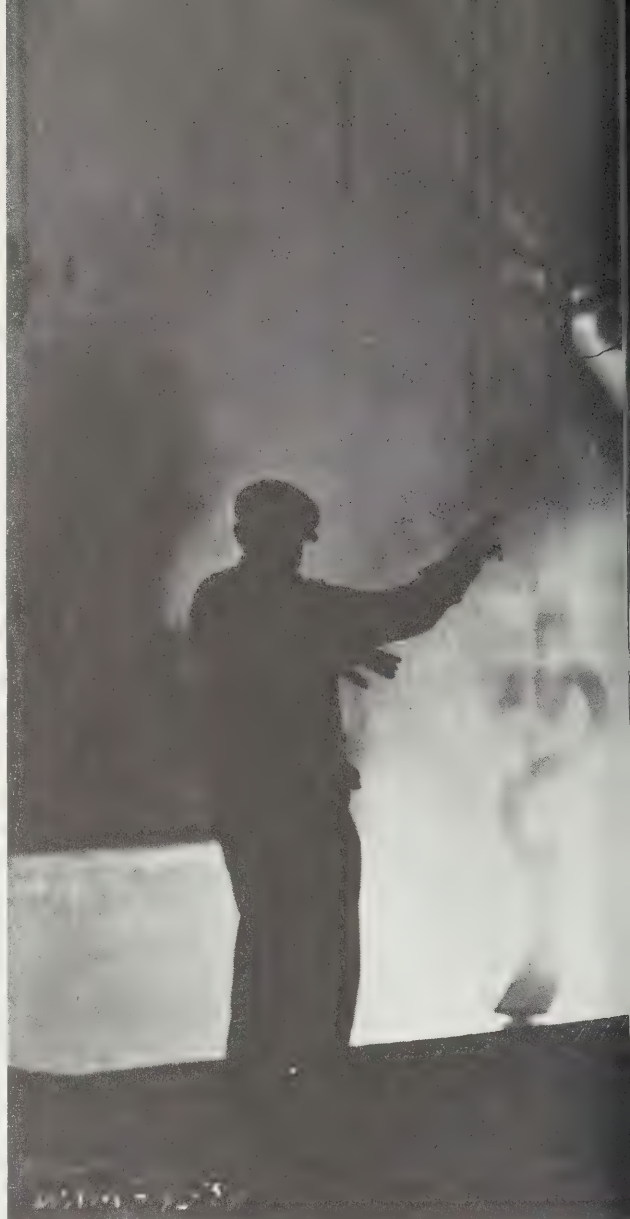
The future for industrial democracy in Canada does not look promising at the moment—particularly in view of the obvious decision by industrial executives to continue their current barrage against organized labour. Spokesmen for industry were quoted in the press recently as

speaking of the "war" between labour and management; and collective bargaining was described as resulting in a "military victory" for either side. With publicly proclaimed attitudes like the foregoing, one has every reason to be pessimistic.

If our business and industrial community refuses to hear labour, perhaps it would listen to Prime Minister Olof Palme of Sweden, who said in a recent interview: "One of our most important jobs in the 70s will be to pass a law regarding the working environment to give employees increased rights of decision in their place of work, to fortify labour protection and health. I think the newly awakened interest in environment pollution is fantastic: we all want clean water and air. **But where the environment most directly and harshly causes suffering in the industrial society is in the places where people work daily. And it is there that the greatest environmental gains are to be made.**"

Concerning the future of industrial democracy in Canada, predictions have been made that foresee more autonomous working groups in the coming decades. The disappearance of individual job classification, and less supervision, plus wider areas of decision making for workers, have also been forecast, and these progressive steps would enable employees to act at their own discretion and with their own judgment.

As I stated earlier, higher levels of education and rising expectations will, by themselves, force changes. The revolt against traditional forms of authority that we are witnessing on the campuses, when combined with technological trends, will certainly lead to the new forms of business and union organization that are predicted for Canada. **Collective bargaining will undergo some change as industrial democracy demands are incorporated by unions in response to membership wishes in this area. Demands may focus more on the life styles of workers, centring on career and production planning rather than on wages and working conditions.**



Arguments now raised against introduction of industrial democracy concepts will disappear as surely as the distinction between hourly and salaried employees will disappear. The day that manual labour and skilled craftsmanship will be honoured as much as the ability to operate a computer may never come, but the introduction of industrial democracy concepts would do much to bring more meaning into the working lives of many.



The time may be fast approaching when it will be cheaper for industry to make a job more meaningful than it would be to pay ever-increasing wages and fringe benefits as the price of continuing worker discontent. It is still not too late to make jobs more meaningful for those who do not have the ability to control computers.

As more white-collar workers are organized and brought into the labour force, these groups, which have been traditionally excluded from the collective bargaining

process, will bring their eloquence and knowledge to the organized workforce, and help extend the concepts of participation and industrial democracy.

Participation, job enrichment, industrial democracy—call it what you will; they are not just empty academic catchwords, but terms to describe the involvement of a person in his working life. Not employee appeasement via Muzak, sauna bath, or company stock, but a guarantee of his democratic and human rights.

As the Papal Encyclical, "Mater et Magistra," states: "In the conduct of the affairs, and in the expansion of the enterprise, the voice of the worker should be heard, and his sense of responsibility engaged." Developing the concept further, the Council of Rome went on to say: "In economic enterprises, people are bound together, that is to say, free responsible human beings, created in the image of God. Therefore, with due consideration for the particular function of each individual, whether it be the owner, the employer, the manager, or the worker, and without prejudice to the need for unified control, the object to be pursued should be to enable each one to participate in the control of the enterprise . . ."

It is doubtful if those who are advocates of industrial democracy ever expected to receive support for their proposals from that quarter, but it is apparent that democracy works for both the organization and the individual. It is clearly time we extended this concept to our workplace, where a great number of us will spend most of our adult lives.

Justice Brandeis aptly said on April 21, 1904: "**Industrial democracy should ultimately attend political democracy.**"

It has been a long time coming.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

Improving labour standards



Federal Labour Minister Bryce Mackasey introduced his proposed amendments to the Canada Labour (Standards) Code in the House of Commons in March. **The amending Bill proposes, for the first time, that standards be established governing maternity leave, notice of termination of employment, severance pay and dismissal for garnishment of wages.** It provides also for important changes in existing standards related to the minimum wage and equal pay for equal work, and it contains a number of other amendments.

The amendments will raise the federal minimum wage from \$1.65 to \$1.75, effective 1 July 1971. They will make it possible for the minimum to be raised, in future, by the Governor in Council, on the recommendation of the Minister of Labour, to avoid unnecessary delays and to ensure that it keep pace with changing economic conditions.

The Female Employees Equal Pay Act, adopted in 1956, will be repealed and replaced by stronger provisions in the Code. Under the present Act, differences in rates of pay for men and women performing "identical or substantially identical work" are prohibited. **Under the proposed new provisions, the prohibition would be extended by reference to "the same or similar work on jobs requiring the same or similar skill, effort and responsibility."** Under the present Act, enforcement depends largely on receipt of written complaints from individuals. The new provisions will be subject to the general inspection and enforcement procedures, and the higher penalties provided for in the Code.

The amendments will for the first time, prohibit dismissal or layoff of an employee solely because of pregnancy, and establish also the right to maternity leave. An employee with one year of service will be entitled to a maximum leave covering a period of 11 weeks before and six weeks after delivery, together with any period between the estimated and actual dates of delivery. The postnatal period will be compulsory unless employer and employee—supported by a medical certificate—agree that a shorter period would be appropriate. Under normal circumstances, an application for leave will have to be made at least four weeks before the period of leave is due to begin.

The proposed new provisions on group terminations of employment will require that an employer who is ending the employment of 50 or more employees give advance notice to the Minister of Labour, the Department of Manpower and Immigration, and any trade union representing the affected employees. The required minimum



period of notice will vary, depending on the number of employees being terminated: 50 to 100 employees, 8 weeks; 101 to 300 employees, 12 weeks; more than 300 employees, 16 weeks. Violation of these provisions could result in a fine of up to \$100,000.

The proposed provisions would establish, for an individual with at least three months of service whose employment is being terminated—except by way of dismissal for just cause—an entitlement to at least two weeks notice, or pay in stead of notice.

For employees with at least five years service, the amending Bill will establish also, an entitlement to minimum amounts of severance pay. An eligible employee whose employment is being terminated—except for dismissal for just cause, or retirement on an immediate pension—will be entitled to two days pay for each year of service, up to a maximum of 40 days pay. Basing the entitlement on a five-day week, this would mean a minimum severance benefit of two weeks pay for five years service, four weeks pay for 10 years service, six weeks pay for 15 years service, and eight weeks pay for 20 or more years service.

The amending Bill will prohibit dismissal of an employee solely because his wages are being garnished to pay off debts. Other amendments will not change but, in one degree or another, will affect this application of existing standards governing hours of work and overtime payment, vacations with pay, and general holidays.

The new provisions concerning equal pay for equal work, maternity leave, group termination of employment, and dismissal for garnishment of wages, will apply to managerial and professional employees, as well as to all other employees under federal jurisdiction.

The industries to which the Code applies include: interprovincial or international rail, road and pipeline transportation, shipping and related services; air transportation; interprovincial or international communication by telephone, telegraph or cable; radio and television broadcasting; and banking. There are approximately 530,000 employees in the industries covered by the Code. As a matter of Government policy, standards established by the Code will apply also to the federal Public Service.

The proposed effective date of most of the amendments is 1 July 1971. Provisions relating to notice of termination of employment and severance pay will come into effect on a date to be fixed by proclamation.

Help for the troubled debtor

The following is extracted from an address delivered by Ron Basford, Minister of Consumer and Corporate Affairs, to the annual meeting of the Calgary Family Service Agencies in February.

There is no doubt about the important role the Canadian consumer plays in our country's economy. **Personal expenditure on consumer goods and services amounts to almost 60 per cent of our total national expenditure, far surpassing the total expenditures by all levels of government and industry combined.** The economic health of our community, measured by such things as income levels and employment, is directly influenced by how consumers spend their money and how much they spend.

Consumer "confidence" is the key to a healthy national economy, and a healthy company. Consumers hold the power of life and death over many major companies—all they have to do to bring a company to its knees, is to stop buying its products.

What we in the consumer movement are seeking, and I think gradually achieving, is proper protection for consumers in our market system, and the chance to bring proper balance where sometimes the retailer or lender is now favoured over the individual money spender. We are, in a sense, trying to accomplish that desired balance

between those who often thrived under that rather selfish philosophy of "let the buyer beware" and those in the consumer movement who insist, as I do, that "the seller must also take care."

Many of the needed improvements sought by consumers require the changing and updating of existing legislation. Much requires new legislation. Where the law is unjust it must be changed. And where those laws have evolved to favour the retailer or lender over the buyer to an unfair degree, we are working to restore the balance. Before World War II, the bulk of all retail purchases were made in cash, often involving a discount for using dollars, instead of interest payments for IOU's. While more and more "cash discount" stores are springing up, we still have the situation—and not necessarily a bad situation—in which most of our purchases are completed through credit.

As Prof. Jacob Ziegel, Professor of Law, McGill University, told the Special Senate Committee on Poverty only a few months ago, **Canadians are the second largest users of consumer credit in the free world.** Prof. Ziegel quoted figures showing that consumer credit had grown from \$835 million at the end of 1948, to almost \$11 billion today. Consumer credit now represents approximately 21 per cent of the net disposable income of all Canadians today, compared with only 7.5 per cent in 1948.

For instance, **over 40 per cent of department store business is done through credit purchase,** as is often the case with car and gasoline purchase. The consumer is advised, through some very sophisticated marketing techniques, that not only should he buy, but that volume selling makes our economy go round. It's implied that it's not even important whether we can afford the goods now. Somehow the "unreasoning" is presented that there's always tomorrow, and there's always more credit.

Don't misunderstand me; credit properly, wisely and carefully used can provide many advantages to Canadian consumers. But, although there are a great many Canadians who have learned to live within our "charge-it" society, there are also a great many who have found themselves overcommitted in money owed, and over their heads in unpaid bills.

It is not just "keeping up with the Joneses" that makes people buy. It is understandably difficult for the average or below-average income earner to see everything that's available over their television sets, knowing that most of it can be had through credit purchase, and not be tempted to ignore economic realities while seeking something more.

At one time or another, most Canadians find they have overextended their purchasing power, while underestimating their ability to repay. But, although we live in a credit-seductive society, and many are getting into credit difficulties, delinquency in repayment and excessive indebtedness are not being caused solely by easily available credit. Such factors as family illness, withdrawal of a spouse from the labour market, the current unacceptably high level of unemployment, and simple mismanagement by the consumer of his own financial affairs can all contribute to over-indebtedness.

The man financing a car over three years cannot predict his fortunes; he may go on strike or be laid off; someone in his family may become ill; or he may have seen his fixed income eaten away drastically by the unacceptably high rate of inflation that we in Canada have encountered. And that consumer slips into a vicious circle of expanding debt as he borrows against his car, his house, his insurance—at ever increasing rates—in an effort to keep himself financially afloat, while all the time he's undermining his own financial stability, and all the time his financed TV set is telling him how to buy more and how to re-finance.

As there are many acknowledged advantages to having credit in our society, so there are many chances to find ourselves in trouble with our creditors. Education on how to live, on how to survive within today's credit-oriented society can be of great help. The provincial governments, with their responsibility for education, are becoming increasingly aware of the benefits and the need of offering our children courses on the mathematics of living in today's society. This, I think, is a most promising sign. But often that information and education is difficult to give to those not in school, and most in need.

Perhaps we should embark on an educational campaign through the media to counteract some of the high-pressure advertising that urges people to live it up now and try to pay later. We could do this by asking a few pointed questions: Is this credit purchase really necessary, or would you be better off to wait and pay cash? Did you ever stop to think how much money is actually coming in before you commit yourself to paying too much out? Have you provided in your budget for the unforeseen, for the possible emergency? Do you really know how much more your credit is adding to the original purchase price?

All the education and information in the world is of little use if our laws are outdated or unfair. This is why we have added protection for the buyer through an amendment to our Bills of Exchange Act, which establishes new rules for consumer purchases financed by

promissory notes. This is why we are now looking at the Interest Act and the Small Loans Act, to modernize some of their outdated protective measures. This is why, five years ago, a committee was set up to look carefully into our laws and the laws of other countries concerning bankruptcy and insolvency legislation.

I tabled this report in the Commons last December. It contains many recommendations, but I think that the most important of them concern individual financing. To help the individual consumer who finds himself in financial trouble, the report works on two principles: that the debtor in trouble should be relieved of the enormous pressures of our collection system while rehabilitating his finances; and that the creditor should recover as much money owed as possible.

The committee's proposals seek not to encourage the liquidation of one's assets, but rather to restore the debtor to economic health. The proposals seek to make rehabilitation and repayment a more attractive alternative to bankruptcy, the idea being that it is much preferable to help someone become solvent, than to further facilitate insolvency.

Many of the proposed revisions would benefit all consumers, and particularly the low-income consumer, through suggested changes in what is now Part 10 of our Bankruptcy Act. This section is intended to allow the small debtor to get a court order to consolidate his debts, so that he may repay them without that crushing burden of excessive interest payments. One fault in the present law, however, is that today the debtor may find himself repaying debts, under the consolidation agreement, for periods exceeding three years. I agree with the committee that three years is long enough for an individual and his family to be bound to debt repayment schemes.

Another inadequacy is that application of Part 10 of the present law requires provincial request before it is available to the troubled debtor. It has not yet been requested by four provinces—Québec, Ontario, New Brunswick and Newfoundland. The committee has recommended, as an improvement to Part 10, a comprehensive scheme whereby debtors have two avenues open, short of personal bankruptcy.

The first avenue suggested, for debtors needing only "more time" to pay off their debts in full, would allow for debt consolidation under a fixed time period of repayment, not exceeding three years. The committee

feels, as I do, that the majority of financially plagued consumers would like to repay their debts if realistic repayment schedules could be worked out.

But for the insolvent debtor, who cannot repay his debts fully in three years, another avenue is proposed. A simple and inexpensive procedure would permit this person to reach some agreement with his creditors to reduce the overall balance owing to an amount that can be realistically repaid.

The second avenue differs from the first in that a debtor would be released from the remaining balance owing after a fixed period of time, as long as he fulfills his obligations under this new arrangement. Under both schemes, a real attempt would be made to not only rehabilitate the indebted, but to help him learn money management, and to resist the future pressures that led him into financial difficulties in the first place.

This positive approach to troubled debtors is intended not only to promote financial rehabilitation, but to eliminate the hounding, the humiliation and the harassment, the garnished wages and pestering of family and friends that has so often accompanied bankruptcy.

Personally, I feel we are very much in need of a revised and greatly improved Bankruptcy Act. **What the committee seeks, and what I seek, through any revision, is not to promote personal bankruptcy, but to assist over-committed debtors to regain their financial well-being, while remaining as contributing members within our society.** Fees for the wage earner, or consumer bankruptcy, range from \$400 to \$700, so that the overburdened debtor often finds he's literally too broke to go bankrupt. What the committee proposes is that public trustees be established to help the individual in trouble by substantially reducing these fees through administering the bankruptcy. This would open the option of bankruptcy as a last resort to those who today consider it too expensive.

A fairer chance to go bankrupt, or even better, a fairer chance to be financially rehabilitated, is important not only for the individuals involved, but for our community as a whole. For too long we have watched consumers being swept into the whirlpool of excessive personal indebtedness, without offering to help them pull themselves out. Over-indebtedness is a social illness that sometimes gets caught in today's credit oriented society but we're taking steps to cure that illness rather than continuing to treat it as a fatal disease.

Problem sharing for harmony and profit

Are the mills, factories, smelters, logging camps and assembly lines of Canada fit places to work? Is it realistic to expect workers to spend nearly half of their waking hours in this environment? asks L. H. Lorrain, Vice-President and Canadian Director of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

In an address to the Industrial Relations Management Association of British Columbia in February, Mr. Lorrain declared that the relentless drive to increase the GNP, the breakneck speed on the assembly line,

the heat, the cold, the fumes, the dust and the noise of the workplace are increasingly being cited by Brotherhood members as causes for discontent.

Greater delegation of responsibility to employees and trust of employees by the employer will improve the work relationship, he said. "And for those who are still worried about balancing the books, it has been shown that an increase in production frequently parallels this autonomous relationship." If conflict is going to be successfully resolved and strikes reduced, workers through their unions, must be allowed greater partici-

pation in traditional management decision-making areas. The collective bargaining system, therefore, must be extended into new areas to allow union members to exercise greater control over their work lives, he continued.

Lorrain cited three reasons for extending the collective bargaining system: "We see the immediate need to reinforce the countervailing power of the union in what is basically an unequal relationship between the two parties. Secondly, we must provide a vehicle that will enable workers to express their intelligence, creativity, knowledge and interest in their work, and the basis for this type of activity means that workers will have to have more control over certain areas directly related to their own work. Finally, management must come to accept, in practice, greater responsibility toward employees and the community for decisions that affect both."

He suggested a three-part remedy to the problems. "Decisions that affect the lives of employees and the entire community cannot be based on the traditional yardstick of the profitability of the firm, especially when these profits are measured by the firm itself in accordance with internally developed policies. Decisions to close or reduce operations, to locate or relocate, to modernize or build new facilities are matters of tremendous import for employees and the community." He said that matters such as these probably could not be properly resolved by current collective bargaining methods, given our present economic and social system.

By extending the concept of collective bargaining, however, "we can envisage mechanisms for reducing the privacy, in the sense of both secrecy and interest, from these major decisions areas. Such mechanisms would involve a tripartite consultation and information process aimed at influencing management decisions." The three parties would be management, the union and the community, as represented by government.

He then drew attention to recent legislation in Québec and Ontario that relates to layoffs and called it "belated and timid recognition of the principle that privacy of the company cannot be tolerated in decisions that have a major public impact." Under the new laws, companies contemplating layoffs must give advance notice to the

employees and to the Government. **Mr. Lorrain criticized the fact that it was not necessary for the company to notify the union, and that there was no compulsion to force the company to disclose its reasons for laying people off.**

He called for a tripartite "watchdog" agency, representing the Government, the union and the company, that would operate on a full-time basis to identify areas of trouble well in advance and to recommend solutions. He suggested that the Government was in a position to impose a variety of sanctions—such as withdrawal of rights to exploit natural resources—on companies that refused to act in the best interests of their employees and the community at large.

Lorrain suggested also that the bargaining system be extended to give workers in the plant more opportunity to determine their own work schedules. Experience in a number of countries, including Canada, has shown that workers who have the right to determine their own working schedules and methods are much happier, and that, **where such a right exists, the incidence of conflict leading to strikes is reduced dramatically. In addition, production usually increases.**

Finally, he suggested that the workers have power also to negotiate plant rules and regulations and such other local items as the selection of front-line supervisors. Concluded Lorrain: "If man is to have real social power, he must have the right to make decisions about those things that affect his life. He must be able to effectively participate—that is to say, to build, alter or reverse the way things shape his life. In our system of participation by representation, trade unions are the only practical vehicle for such participation in working life—and that participation must be real, effective and complete, based on full access to information, and not merely symbolic, with the unions confined to consultative functions."

Roundup time for the white-collar worker

The white-collar worker has lost his position as an elite member of the labour force, and he needs the kind of security and protection that can be provided only through some form of union organization, says Russell Bell, Director of Research for the Canadian Labour Congress.

Mr. Bell, Larry Sefton, Director of District 6, United Steelworkers, and Dr. Donald Wood, Director of Queen's University's Industrial Relations Centre, spoke at a two-day, CLC-sponsored conference on the white-collar worker in Toronto on February 13 and 14.

This elite position has evaporated mainly because of the growing numbers of white-collar workers. Bell reported that, between 1965 and 1969, the employment of white-collar workers increased, on an annual average

basis, by 5.2 per cent; in the same period, the number of blue-collar workers rose annually by only 2.7 per cent. In 1959, the proportion of white-collar workers in the total labour force was 38.0 per cent, compared with 27.1 per cent for blue-collar workers. By 1969, the white-collar proportion had increased to 43.3 per cent, while the blue-collar proportion remained relatively stable at 28.2 per cent. Although Bell cautioned that these figures might not be precise, he added, **"We can quite safely conclude that Canada's labour force today is predominantly white-collar and that furthermore, the trend will continue in this direction."**

A reason for this growth in the white-collar sector is the continuing expansion of service industries. "Since the end of World War II, more than 90 per cent of the net number of new jobs created in this country has been in service industries. In 1959, about 50 per cent of the total employed civilian labour force was in the service sector, and by 1969, this proportion had increased to almost 60 per cent," reported Bell.

With this growth has come some union organization in the white-collar area. But most of it has arisen in the public sector, where about two thirds of the white-collar employees are organized. Bell declared that the picture "in the private sector leaves much to be desired." For example: of the 1,234,264 office employees in Canada in 1969, only 234,510 or 19 per cent were under contract, leaving 81 per cent unorganized.

The white-collar worker no longer has the intimate and close relationship with the boss that his predecessors did—or at least imagined they did. In times past, the white-collar employee was much less numerous, indeed, was relatively scarce compared with non-white-collar workers . . . While he was in a small minority, he easily achieved an economic and social status denied to his far more numerous non-white-collar counterpart."

The law of supply and demand assured him of a position, and this still applies. If one wishes to achieve a high work status in our society, one gets into occupations where the demand is heavy and the supply limited. But, Bell warned, many white-collar workers cannot count permanently on this, and the average white-collar worker definitely cannot.

Although the labour movement needs more white-collar members in order to represent a larger spectrum of society, the unorganized white-collar workers need the labour movement. "Without some form of organization, the average white-collar worker will gradually, and perhaps not so gradually, slip into the same predicament that the blue-collar workers faced a long time ago, when they had no collective representation."

Wanted: a policy

A clear, definite and effective policy regarding the white-collar worker was called for by Larry Sefton. He went on to outline some principles that should be included in the policy:

1. No one union can meet all of the needs of white-collar workers, but the fragmentation that "makes our present labour movement less effective than it ought to be" cannot be permitted.



2. Every affiliated union wanting to organize white-collar workers must recognize the minimum provisions outlined by the Canadian Labour Congress for the right of Canadian members to elect their Canadian leadership and determine their Canadian policies.

3. Representatives for federal and provincial government employees must be exclusively within the jurisdiction of national unions.

4. Organizations now bargaining for professional or other groups, but not affiliated with the CLC, should be invited to affiliate, or to co-operate in some way. These would include teachers, nurses or engineers associations.

5. CLC-affiliated unions now organizing and representing white-collar employees should be recognized and co-operated with and, where jurisdictions overlap, every effort be made to prevent "the waste of inter-union rivalry by bringing about mergers, or by mutual assistance agreements, or by whatever means are practical and appropriate."



6. "To prevent further fragmentation of bargaining strength in the face of conglomerate corporate organizations, the office, clerical, professional and technical employees of such corporations shall be considered by the Congress and its affiliates to be within the essential jurisdiction of the union within whose jurisdiction the production and maintenance employees of the corporation lie." Such employees should not be considered to be within the jurisdiction of any of the exclusively office, clerical, professional and technical unions except by co-operative agreement with the union that represents the employees on an industry basis.

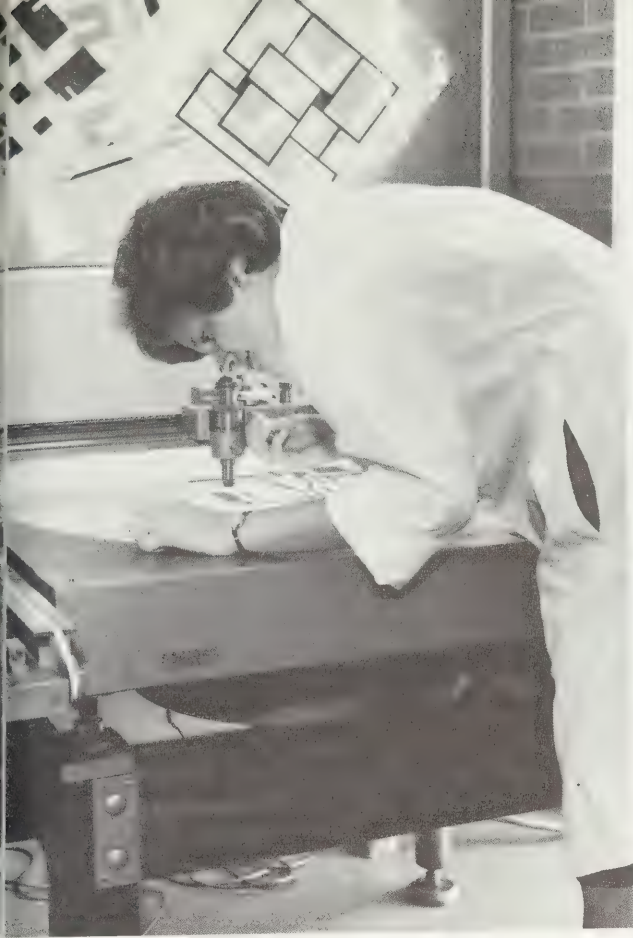
7. The CLC and its White-Collar Committee must provide the leadership and the support services necessary to meet the challenge of organizing the white-collar worker.

Impact on leadership

"If the labour movement does not extend organization more broadly" into the areas of the economy that are growing dynamically, said Dr. Wood, "it is bound to lose much of its vitality that has been an important factor in past union growth and influence." But white-collar unionism will have an impact on the nature of union leadership, the organizational structure of the labour movement, its objectives and methods of operation, and its idealistic outlook, he asserted.

Since World War II, there has been a series of changes that have created a more favourable environment for unionizing white-collar employees, Wood noted. The explosive growth in white-collar employment is a major factor, and this itself has brought about some personnel problems "commonly associated with large numbers of employees working together." Although his absolute position has steadily improved, the relative economic status of the white-collar worker has declined in relation to blue-collar workers. With the changes in the actual work setting, there has been more concern about the reduction in prestige, job satisfaction and job security of the white-collar employee. **His traditionally strong ties with senior management are weakening, and the development of a greater community group interest has brought about a greater interest in group action to solve common problems.**

At the same time, there has been more permissive legislation and public policy concerning white-collar unionism, and the traditional stigma attached to unionism has declined. There has been a decline also in the number of job opportunities in management for office workers, for a new layer of professional employees—university graduates—has developed between the office staff and senior management.



But the real sparking factors in generating office organization, asserts Wood, have been "inadequate management personnel policies and practices, resulting in grievances and poor morale." Although recently some companies have directed more attention to the needs of these workers, there remain a number of "personnel gaps and problems in a number of organizations." They are: the absence of senior management, and personnel management involvement in office affairs; lack of a "business-like" approach to office personnel matters; absence of written and publicized personnel and work policies; inadequate grievance and suggestion procedure; poor supervision; and poor internal salary structure.

Continued Wood: "The union movement in general has never really attempted to organize this field on a broad front with the financial and manpower resources or appropriate approaches needed for the task at hand." The challenge, therefore, is whether "the labour movement, geared historically mainly to blue-collar workers, can modify its philosophy, structure, policies and approaches to accommodate the interests and needs of the rapidly expanding white-collar labour force."

According to Wood, the will to organize the white-collar area on a broad front "has not been evident to date." And he also detects a sort of "blue-collar snobbery" toward white-collar employees. This snobbery, he says, could be a real barrier in organization—particularly in manufacturing, where the support of the blue-collar union is important for success.

The type of organization necessary will run from traditional unions to traditional professional associations, he declared. There will have to be more co-operation between industrial unions and the purely white-collar unions; but in unions that cover both blue- and white-collar workers, there will have to be some white-collar autonomy and visibility in policy and related matters.

The traditional view of seniority may have to be modified for the more individualistic and promotion-oriented white-collar worker who is often interested also in job enrichment, which can mean the crossing of traditional occupational boundaries. This flexibility will have to extend to political affiliation, said Wood. "There is a great variety of white-collar groups, differing greatly politically and ideologically. They may be interested in political action, but not political affiliation."

Unions must also take into account the interests and activities of youth entering the labour force. "They have value systems markedly different from many traditional ones; they will question the purpose and objectives of their organization; they will sharply criticize policies and objectives with which they differ; they will have less regard for traditional authority or discipline; and they will demand a meaningful involvement in the policy decision-making processes."

Another important task for the labour movement, said Wood, is "to assess their organization approaches and appeals, bargaining methods, servicing activities . . . to ensure that they are appropriate for the needs, interests and attitudes of white-collar workers." Finally, the emphasis will have to be shifted to purpose and goals. In the early 1960s, companies, unions, collective bargaining, even some academic disciplines, tended to make systems, policies and processes an end in themselves, rather than a means to solve social and economic problems.

The first hundred years

Sweat shops, a 12-hour day, a 72-hour week, wages of no more than a few dollars a week, and a master-servant relationship between employer and worker were the norm when a small band of unionists met 100 years ago in Toronto's Iron Moulders' hall.

From that meeting of April 12, 1871 ultimately emerged the Labour Council of Metropolitan Toronto, the oldest municipal union body in Canada. With John Hewitt as its first president, the Toronto Trades Assembly consisted of eight unions: a local of the Coopers International Union, three lodges of the Knights of St. Crispin, the Bakers, the Cigar Makers, the Iron Moulders and the Toronto Typographical Union. From this small beginning, **the central Labour Council grew and prospered so that today with 329 locals and 147,000 members** is housed in a modern \$3-million, seven-storey building in Don Mills.

The shorter workday was an issue then as it is becoming today, but labour and management are more amiable toward one another than in 1872, when the publisher of the old *Globe*, George Brown, fought Typographical Union No. 91 over a 9-hour day, when the 10- or 12-hour day was common. In that strike, 24 printers were

arrested on charges of participating in a seditious conspiracy. The battle eventually ended in victory for the union: a nine-hour day and a 54-hour week, for which the printers were paid \$10. Because of this battle, labour as a whole won a victory. Sensing the direction of the political winds, the Conservative Government under Sir John A. Macdonald introduced legislation that excluded unions from the Combinations Act, under which the printers had been charged. **Women's rights were an issue also in those early days. In 1881, 37 years before women could vote in Ontario provincial elections, women delegates were admitted to the labour assembly.** Wrangles over political involvement were common then too. The platform of the Trades and Labour Council, formed in 1881, said that "it is advisable in the interests of wage workers in this Dominion and the Province . . . in particular, that we should be represented in the legislative halls . . . by a wage worker and a trade unionist . . ." Trades and labour council candidates in 1883 and 1886, however, did not make it to provincial Legislature seats. But the 1880s were active years on the legislative front. Toronto unionists lobbied the Government of Oliver Mowat for the first intrusions into management rights via child-labour laws. Boys under age 12 and girls under 14 could not work in factories because of the province's 1896 Factory Act. And a Council education committee at that time protested the gap between male and female teachers' salaries—\$3 a week for men, \$1.25 for women—as "too glaring."

Activists ruled the council. The old Knights of Labour—forerunner of the Congress of Industrial Organizations—formed a co-operative streetcar service when the Knights struck the privately owned street railway company. But the strike failed.

Parliament made Labour Day a national holiday in 1894, and the Council took advantage of the honour, with more than 3,000 unionists marching in what one newspaper termed a "monster demonstration." In those years, too, ties with the American Federation of Labor strengthened, as they did with the philosophy of AFL president Samuel Gompers. The Gompers tradition of "rewarding your friends and punishing your enemies" prevailed both in politics and labour.

The turn of the century brought significant changes to the labour world. One of the more significant was the creation of the federal Department of Labour, which began to legislate against strikes in public utilities, mining and the railroads. Unemployment continued to harass the labour movement. A march of the jobless in Toronto was broken up by policemen on horseback in 1909. Council exerted pressure on the Ontario Government in 1910 to have an adequate Workmen's Compensation Act, and the Government appointed Justice Meredith to study the problem. Recommendations from that commission resulted in the Workmen's Compensation Act, which came into being on January 15, 1915. Although a number of aspects of the plan were criticized, it stood as an example to other provinces that had yet to deal seriously with the question.

The political activists triumphed in 1917 when the Greater Toronto Labour Party was formed, with Council president James Richards as its first leader. When the AFL's Samuel Gompers visited Canada in 1918, and criticized political action by labour, he got the same response as did David J. McDonald, president of the United Steelworkers of America, 50 years later when he urged his Canadian members to stay away from the New Democratic Party.

Communism became a major controversy in the 1930s, and the Communist Party was outlawed in 1931. In those days, too, Prime Minister R.B. Bennett was threatening to use "the iron heel" to kill socialism and progressive movements. The Toronto Council reacted with attacks on "the vicious and demoralizing power of Fascism, the breeder of autocracy and destroyer of the liberties of workers."

The AFL and John L. Lewis's new CIO split in the United States when the tension between crafts and industrial unions became too severe, and the AFL pressured Canadian labour bodies in the international union orbit to expel CIO unions. When the Labour Council expelled the CIO unions in 1940, a new amendment to the constitution required delegates to pledge that they were "not identified with the Communist and Fascist parties . . . or the AFL." The 1956 merger of the AFL and the CIO in the U.S. led to merger of the Toronto Councils, and formation of the Canadian Labour Congress at the national level.

By 1960 the Council's archives show that organizing was taking a back seat to community affairs and the promoting of legislative changes. The Labour Council today is in the forefront of the fight against racial and other forms of discrimination, but **in 1902, when immigrants streamed into the country, often to be used as cheap labour, a Council Labour Day program declared that the "yellow peril would mongrelize and contaminate the population."** Now, almost 60 years later, the council and its Ethnic Labour Committee are active in programs aimed at reaching the immigrant community and in assisting newcomers with their problems.

"Now that the early struggles for survival and recognition are over," says Donald Montgomery, President of the Labour Council of Metropolitan Toronto, "we have turned to a new role of promoting and organizing community action groups." Most of this energy is devoted to trying to help citizens who have no collective voice band together to battle the establishment. And "it doesn't matter whether the establishment is City Council, real estate developers, the Police Commission, or some welfare agencies," Mr. Montgomery adds.

Now on the threshold of a second century, organized labour in Toronto is moving out of the shop and into the community.

Price indexes

Consumer, February

The consumer price index (1961 = 100) advanced by 0.5 per cent to 130.9 in February from 130.3 in January and was 1.7 per cent above its February 1970 level. Higher prices for food consumed at home were responsible for the increase. Restaurant meal prices rose only 0.2 per cent. Increases in the prices of beef, 2.7 per cent, and fruits and vegetables, 2.5 per cent, accounted for the price increases for food consumed at home. Fresh fruit prices rose 4.0 per cent—grapefruit, 20 per cent and bananas, 16 per cent. Prices for canned and dried fruit were relatively unchanged. Among fresh vegetable items, there were seasonal price increases for cabbage, nearly 14 per cent, tomatoes, over 11 per cent, and carrots, 9 per cent. Prices for cabbage, onions, carrots, turnips, celery and bananas, were still more than 20 per cent below their level of a year ago.

There was an increase of 1.7 per cent in the prices of dairy products (excluding butter) owing mainly to higher fresh milk prices in Ontario. A rise of 1.3 per cent for bakery and cereal products resulted from higher bread prices. Increases were registered also for flour, cake mixes and some biscuits. Some grocery items, on special a month earlier, recorded marked increases. These were: sugar 8.2 per cent; jelly powder 3.7 per cent; soup 3.0 per cent; ketchup 2.5 per cent; infants' food 2.2 per cent; and soft drinks 2.1 per cent.

Pork prices declined 1.5 per cent to a level more than 22 per cent below that of February 1970. Egg prices fell for the sixth consecutive month to a level over 25 per cent below that of a year ago. Between February 1970 and February 1971 the food index declined 2.9 per cent.

The housing index advanced 0.3 per cent to 134.5 from 134.1 because of a rise of 0.4 per cent in the shelter component. Under this component, the dwelling insurance index increased 12.6 per cent, one of the largest rate increases in the past 10 years. The prices for new houses advanced 0.6 per cent, home-owner repair charges 0.4 per cent, and rents 0.1 per cent. The household operation index remained unchanged from its January level. Higher prices were recorded for domestically produced fuel oil in a number of major cities. Furniture items and carpets registered price declines mainly because of midwinter sales in a number of cities. Decreases were registered also for textiles, 0.6 per cent, and household supplies such as detergents, wax paper and floor wax. Household effects insurance costs increased 9.0 per cent, higher premiums being recorded in most major cities. The housing index was 4.8 per cent above its level of a year ago.

The clothing index declined 0.9 per cent to 125.9 from 127.0, the largest January-February decrease since before 1961. This reflected price declines for men's wear 1.1 per cent, women's wear 1.2 per cent, children's wear 1.0 per cent, footwear 0.9 per cent, and piece goods 0.8 per cent. Among men's wear items, seasonal sales resulted in lower prices for suits, overcoats, business shirts, windbreakers, slacks and pyjamas. Sales on cotton dresses, sweaters and nightgowns in Toronto, and hosiery in Toronto and Montreal, were the major causes of the decline in the women's wear index. The drop in children's wear prices is mainly attributable to sales for boys' slacks and parkas, and girls' winter coats. The footwear index decreased because of sales for men's oxfords, women's street shoes and children's shoes. Since February 1970 the clothing index has advanced 0.6 per cent.

The transportation index advanced 1.5 per cent to 128.3 in February from 126.4 in January because of a 2.0 per cent advance in automobile operation prices. Among these items, new passenger car prices advanced 2.8 per cent as higher prices were recorded for some 1971 models. Automobile repair charges increased in most cities as a result of higher labour and parts costs. There was a rise of 2.4 per cent in automobile insurance charges, and increases were registered for gasoline and motor oil prices. In other transportation components, taxi fares increased in Ottawa, Oshawa and Brantford, and the train fare index declined. Between February 1970 and February 1971 the transportation index advanced 3.9 per cent.

The health and personal care index remained unchanged from its January level of 140.7. The health care component declined 0.1 per cent as a 0.5 per cent decline in pharmaceutical prices outweighed an increase in dentists' fees in British Columbia. Among personal care items, men's and women's hairdressing charges increased marginally, and mixed price movements were recorded for toiletry items. The health and personal care index was 2.2 per cent higher than a year ago.

The recreation and reading index advanced 0.4 per cent to 134.8 from 134.2. Motion picture admission prices increased 1.4 per cent owing to increases in some theatres in scattered locations. A seasonal increase of 1.3 per cent was accorded for magazine prices, and for films, including processing charges, 0.6 per cent. The recreation and reading index moved up 4.5 per cent between February 1970 and February 1971.

The tobacco and alcohol index increased 0.5 per cent to 127.6 from 127.0, as a result of a 1.0 per cent increase in tobacco prices. In February the tobacco and alcohol index was 0.9 per cent above its level of a year ago.

City consumer, February

The consumer price index (1961=100) advanced in all regional cities and city combinations except in Winnipeg, where the index was unchanged. The increases ranged from 0.2 per cent in Montreal and Halifax to 0.9 per cent in St. John's, Nfld. Food indexes increased in all cities except Winnipeg; transportation and recreation and reading indexes moved up in all cities, and the remaining components registered mixed movements across the country.

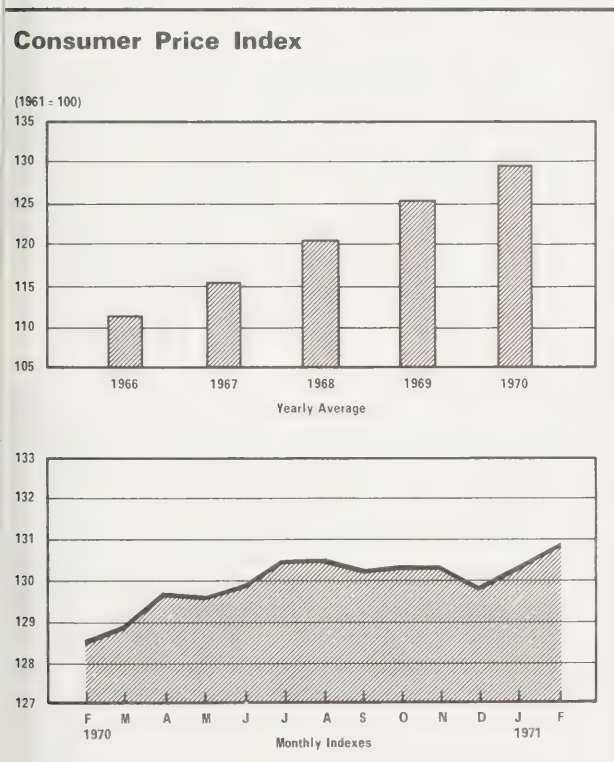
Regional consumer price index point changes between January and February were: St. John's +1.1 to 121.6; Vancouver +1.0 to 125.5; Edmonton-Calgary +0.9 to 127.3; Ottawa +0.8 to 128.3; Toronto +0.5 to 127.2; Saint John +0.4 to 123.0; Saskatoon-Regina +0.4 to 122.0; Montreal +0.3 to 124.7; Halifax +0.2 to 123.8; Winnipeg unchanged at 126.8.

Wholesale

The general wholesale index (1935-39=100) advanced 0.4 per cent in February to 286.3 from the January index of 285.3. It was 0.9 per cent lower than the February 1970 index of 288.9. Five of the eight major group indexes were higher, and three declined.

The animal products group index rose 2.1 per cent to 324.2 from 317.5 on price increases for livestock, fresh meats and hides and skins. An increase of 1.0 per cent to 377.8 from 374.2 in the wood products group index reflected higher prices for spruce, cedar and fir. The textile products group index advanced 0.9 per cent to 260.5 from 258.1 because of higher prices for miscellaneous cotton products. There were increases of 0.2 per cent or less in two major group indexes—non-metallic mineral products to 223.5 from 223.1, and chemical products to 229.2 from 229.1.

The non-ferrous metal products group index declined 1.3 per cent to 256.2 from 260.0 on lower prices for copper and its products and silver. A decline of 0.8 per cent to 240.9 from 242.9 in the vegetable products group index reflected price decreases for livestock and poultry feeds, raw rubber and unmanufactured tobacco.



New careers for older people

"New careers for older people" was the theme of the 20th Annual Southern Conference on Gerontology, held at Gainesville, Fla., during February 7-10.

The conference stressed the importance of industrial gerontology, defined as "the study of the employment and retirement problems of middle-aged and older workers. It is "the science of aging and work," and draws upon ergonomics, industrial psychology, industrial medicine, occupational and industrial sociology, adult education, industrial and labour relations and management science."

Dr. Harold L. Sheppard, W.E. Upjohn Institute of Employment Research, Washington, D.C., spoke on creating new careers for older people. He urged more emphasis on increasing incomes for older people in retirement to meet rising standards as well as rising living costs. He suggested that **one solution would be to provide job opportunities for retired persons on a full-or part-time basis, and emphasized that he was advocating meaningful career opportunities based on a person's capabilities, experience and knowledge, as opposed to make-work employment.**

Dr. Sheppard advocated more teaching of job-seeking skills, and also paid tribute to the work of Dr. Leon Koyl of Toronto in his development of the GULHEMP profile, and the training techniques for older workers developed by Drs. Eunice and Meredith Belbin in England (LG 1965, p. 41; 1967, p. 410).

A paper prepared by Charles E. Odell, Director, Office of Systems Support, U.S. Training and Employment Service, Department of Labor, was read in his absence. The paper strongly advocated that resources be applied on behalf of older persons and youth on an equitable basis. It deplored the fact that older workers had never constituted more than 11 per cent of institutional trainees in the U.S., although their proportion in the labour force was much higher. The paper pointed out also that, **as far as unemployment rates were concerned,**

older workers appeared to be better off than young persons, but that the duration of their unemployment was longer.

Gerald S. Rehm, President, Experience Unlimited Inc Clearwater, Fla., described the situation of elderly job seekers in Florida. He explained that many people retired to Florida on a fixed income which, rendered inadequate by rising costs, forces them to seek employment. Experience Unlimited was formed in Penella County with a grant from the Eckerd Foundation to help alleviate this situation. In the country, there were an estimated 190,000 persons aged 55 or over—37 per cent of the population. During the first seven months of operation, 1,393 persons were counselled; of these 264 found jobs elsewhere and 823 were ready for work. Between 150 and 200 were placed during the first six months. Experience Unlimited was also prepared to provide training where necessary. Mr. Rehm concluded "If the employer likes the job our employee is doing we're always willing to transfer him from our payroll to his. We don't keep our employees on a contract. We're just not interested in making a profit off these people—all we want to do is to get them back into the working world."

John Hutchinson, Office of Economic Opportunity Washington, D.C., spoke on programs for the employment of the elderly poor. He said that **there were some 20,000,000 elderly persons (over 65) in the United States and many of them had become poor for the first time in their lives upon reaching retirement. This was the most rapidly increasing age group in the nation's population.** He explained that, if this trend continued, there would have to be radical changes in employment, housing and health practices.

Preparatory work was done at the conference toward meeting the major objectives of the White House Conference on Aging, to be held next November. These are to develop: a more realistic and comprehensive national policy for older Americans; an aroused public awareness of, and concern for, older persons' needs, and for the development of their potential as a national resource; better methods of developing and sustaining national, state and local efforts in the field of aging and national action to strengthen the means of older persons for independent living and the improved use of their talents, to lessen their isolation, and to increase their participation in family and community life.

Among the more than 250 delegates who attended the conference was H.L. Douse, who, until his recent retirement was Chief, Section on Older Workers, Department of Manpower and Immigration.

Unemployment Insurance report

Between December 1970 and January 1971 the number of initial and renewal claims filed fell from 356,000 to 288,000, a reduction of 19 per cent. During a similar period one year earlier, the reduction was 12 per cent. Two years ago there was a 3 per cent reduction. All provinces reported a lighter claim load this month. Proportionately, the largest reductions were recorded in the Atlantic provinces where the greatest November-December 1970 increases occurred.

In comparison with January 1970 the number of claims filed rose by 8 per cent from 266,000. Saskatchewan, Newfoundland and Prince Edward Island recorded fewer claims than a year ago. The claim load in January 1970 was slightly less than in January 1969 when 267,000 claims were filed.

The average weekly estimate of beneficiaries during January 1971 was 591,000 in comparison with 337,000 in December 1970 and 549,000 in January 1970. For these three months benefit payments and average weekly benefit were \$85.7 million or \$36.28, \$60.2 million or \$35.74 and \$76.5 million or \$34.81 respectively. The Supplementary Unemployment Insurance Benefit of 10 per cent, effective 3 January 1971, is not included in the benefit payment data.

At the end of January there were 844,000 claimants registered for unemployment insurance benefit. This represented a 26 per cent increase over the 672,000 registered at the end of December 1970, slightly greater than the 23 per cent increase between December 1969 and January 1970. Between the end of December 1968 and January 1969 the claimant count rose by 24 per cent. The January 1970 claimant count of 659,000 was 28 per cent less than this month and 7 per cent more than the 616,000 claimants registered at the end of January 1969.

A total of 169,000 new cases of unemployment were recorded in December. This was 8 per cent more than the 156,000 recorded in December 1969. The December 1969 total was 18 per cent more than the 132,000 new cases recorded in December 1968. The distribution, by industry, has not changed significantly from December 1969.

Summary Table

Summary Table				Cumulative Data	
Activity	January 1971	December 1970	January 1970	January to January 1971	12 months ending January 1971
	(in thousands)				
Insured population at end of month	—	5,717	5,676	—	—
Initial and renewal claims filed:					
Total.....	288	356	266	288	2,283
Initial.....	226	272†	212†	226	1,694
Renewal.....	62	85†	55†	62	589
Claimants currently reporting to local offices.....	844	672	659	844*	556*
Beneficiaries (weekly average).....	591	337	549	591*	388*
Weeks compensated.....	2,363	1,685	2,198	2,363	19,982
Benefit paid.....	85,713	60,239	76,500	85,713	704,434
Average weekly benefit.....	\$36.28	\$35.74	\$34.81	\$36.28	\$35.25

* Monthly average.

†Discrepancy between totals and subtotals due to rounding.

Conciliation

During March the Minister of Labour appointed conciliation officers to deal with the following disputes:

Canadian Pacific Air Lines Limited, Vancouver International Airport, and Lodge 764, International Association of Machinists and Aerospace Workers (representing printing department employees) (Conciliation Officer: D. H. Cameron).

Bushnell Communications Limited (Ottawa-Cornwall Broadcasting Limited) and the Ottawa Newspaper Guild, Local 205, American Newspaper Guild (AFL-CIO/CLC) (Conciliation Officer: H. A. Fisher).

Eastern Transport Limited, Truro, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 505 (Conciliation Officer: C. A. Ogden).

Cominco Ltd., (Pine Point Operations), Pine Point NWT, and United Steelworkers of America (Conciliation Officers: D. H. Cameron and G. W. Rogers).

Eastern Provincial Airways (1963) Limited, Gander Nfld., and The Maritime Airline Pilots' Association (representing Traffic Division) (Conciliation Officer: W. J. Gillies).

Colonial Coach Lines Limited, Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. A. Fisher).

D. S. Scott Transport Ltd., North Vancouver, B.C.; O.N.C. Motor Freight System, Burnaby, B.C.; Soo-Security Motorways Ltd., Burnaby, B.C., and T.I.M.E.D.C. Trucking Inc., Burnaby, B.C., and General Truck Drivers and Helpers Local 31 (Conciliation Officer: G. W. Rogers).

Johnstone Shipping Limited, Toronto, Ont., and Canadian Marine Officers' Union (representing licensed engineers aboard the M.V. "Congar") (Conciliation Officer: K. Hulse).

The National Battlefields Commission, Québec, Qué., and Public Service Alliance of Canada (Conciliation Officer: R. G. Dorion).

United Grain Growers Limited (employees of the Seed Department, Western Region) Edmonton, Alta., and Amalgamated Meat Cutters & Butcher Workmen of North America, Local P-319 (Conciliation Officer: A. A. Franklin).

La compagnie de Radiodiffusion CKCH de Hull Limitée, Hull, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. G. Dorion).

Transair Limited, Winnipeg International Airport, and Lodge 2223, International Association of Machinists and Aerospace Workers (representing employees in the maintenance department) (Conciliation Officer: A. E. Koppel).

Charterways Co. Limited, Windsor, Ont. (formerly Skinner School Bus Lines, St. Thomas, Limited) and Amalgamated Transit Union, Division 1415 (Conciliation Officer: K. Hulse).

Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Pilots' Association (Conciliation Officer: D. H. Cameron).

Valleyfield Dock and Terminal Co. Ltd., Valleyfield, Qué., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. G. Dorion).

Settlements by conciliation officers

Eastern Provincial Airways (1963) Limited, Gander, Nfld., and The Maritime Airline Pilots' Association (representing Traffic Division) (Conciliation Officer: W. J. Gillies) (see above).

National Harbours Board, Halifax, N.S., and International Longshoremen's Association, Local 1843 (Conciliation Officer: R. L. Kervin) (LG, May, p. 326).

CTV Television Network Ltd., Toronto, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: H. A. Fisher) (see below).

Porter Shipping Ltd., Toronto, Ont., and Seafarers' International Union of Canada (Conciliation Officer: K. Hulse) (LG, May, p. 327).

Cadwell Marine Limited, Niagara Falls, Ont., and Seafarers' International Union of Canada (Conciliation Officer: K. Hulse) (LG, May, p. 327).

Harbour Ferries Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: G. W. Rogers) (LG, May, p. 327).

M.I.L. Tug & Salvage Limited, Halifax, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 343 (representing unlicensed and shore personnel) (Conciliation Officer: R. L. Kervin) (LG, April, p. 268).

Calgary Television Limited (CHCT-TV) Calgary, Alta., and National Association of Broadcast Employees and Technicians (Conciliation Officer: D. H. Cameron) (LG, March, p. 194).

Canadian Lake Carriers' Association (representing those companies listed in Appendix "A" of existing collective agreement) and Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet) (LG, March, p. 194).

Baton Broadcasting Limited (CFTO-TV), Agincourt, Ont., and Toronto Newspaper Guild, Local 87 (Conciliation Officer: H. A. Fisher) (LG, Jan., p. 46).

Disputes settled by mediation

Westward Shipping Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (settled with mediation assistance of A. A. Franklin and D. S. Tysoe) (LG, June, 1970, p. 438).

Roberval Express Ltée., Montréal, Qué., and Le Syndicat du transport Routier (settled with mediation assistance of S. T. Payne) (LG, April, p. 268).

Pacific Western Airlines Ltd., Vancouver International Airport, and Canadian Air Line Dispatchers' Association (settled with mediation assistance of D. H. Cameron) (LG, April, p. 268).

Conciliation board appointed

Defence Construction (1951) Limited (employees at Nanaimo, B.C. and Courcellette, Qué.) and Public Service Alliance of Canada (LG, May, p. 326).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in February to deal with a dispute between Eastern Telephone and Telegraph Company, Sydney Mines, N.S., and International Brotherhood of Electrical Workers, Local 2096 (LG, May, p. 327) was fully constituted with the appointment of R. T. Donald of Halifax as chairman. Mr. Donald was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Arthur William Smith, Q.C., Halifax, and union nominee John Lynk, New Glasgow, N.S.

The Board of Conciliation and Investigation established in February to deal with a dispute between Nordair Limited, Montréal International Airport, and International Association of Machinists and Aerospace Workers, Lodge 2309 (representing flight attendant personnel) (LG, May, p. 327) was fully constituted with the appointment of A. C. Dennis of Lakefield, Ont., as chairman. Mr. Dennis was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Jean H. Gagné, Q.C., Québec City, and union nominee R. Dean, Montréal.

The Board of Conciliation and Investigation established in January to deal with a dispute between Bell Canada (Directory Sales Representatives, Western Region) and Office and Professional Employees' International Union, Local 131 (LG, April, p. 268) was fully constituted with the appointment of A. C. Dennis, Lakefield, Ont., as chairman. Mr. Dennis was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee B. M. W. Paulin, Q.C., and union nominee George Petta, both of Toronto.

The Board of Conciliation and Investigation established in January to deal with a dispute between F.M. Yorke & Son Limited (M.V. "Lorne Yorke") Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (LG, April, p. 268) was fully constituted with the appointment of R. G. Clements of Vancouver, as chairman. Mr. Clements was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Captain John E. Dahl, Vancouver, and union nominee Captain Maury Sjoquist, District of Delta, B.C.

The Board of Conciliation and Investigation established in January to deal with a dispute between Canadian National Hotels Limited (Hotel Newfoundland) St. John's, Nfld., and Hotel and Restaurant Employees' and Bartenders' International Union, Local 779 (LG, April, p. 268) was fully constituted with the appointment of R. Hattenhauer, St. John's, as chairman. Mr. Hattenhauer was appointed by the Minister on the joint recommendation of company nominee A. William Cox, Q.C., Halifax, and union nominee James Walsh, St. John's.

The Board of Conciliation and Investigation established in January to deal with a dispute between Canadian National Hotels Limited (Hotel Nova Scotian) Halifax, N.S., and Hotel and Restaurant Employees' and Bartenders' International Union, Local 662 (LG, April, p. 268) was fully constituted with the appointment of Judge Nathan Green, Q.C., Halifax, as chairman. Judge Green was appointed by the Minister on the joint recommendation of company nominee A. William Cox, Q.C., and union nominee Leo F. McKay, both of Halifax.

Conciliation board reports received

Neil Penner Highway Service, Morden, Man., and General Drivers, Warehousemen and Helpers, Local 979 (LG, Jan., p. 47) (full text appears in Supplement No. 3, 1971).

CP Rail (Atlantic, Eastern, Prairie and Pacific Regions, including Québec Central Railway) and Brotherhood of Locomotive Engineers (LG, Jan., p. 47) (full text appears in Supplement No. 3, 1971).

Canadian National Railways (Atlantic, St. Lawrence and Great Lakes, Prairie and Mountain Regions) and Brotherhood of Locomotive Engineers (LG, Jan., p. 48) (full text appears in Supplement No. 3, 1971).

Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213 (LG, Oct., 1970, p. 730) (full text appears in Supplement No. 2, 1971).

Conciliation board not appointed

TV Television Network Ltd., Toronto, Ont., and National Association of Broadcast Employees and Technicians (LG, May, p. 326).

Settlement reached after board procedure

Québec North Shore and Labrador Railway Company, Sept-Iles, Qué. (crew clerks) and United Transportation Union (LG, May, p. 328).

Settlement before commencement of Board proceedings

Bell Canada (Directory Sales Representatives, Western Region) and Office and Professional Employees' International Union, Local 131 (See above).

Settlement reached by conciliation board

Federal Grain Limited; Manitoba Pool Elevators; National Grain (1968) Limited; Parrish & Heimbecker Limited; Richardson Terminals Limited; Saskatchewan Wheat Pool; United Grain Growers Limited; Westland Elevators Limited, and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (LG, May, p. 327).

Settlement in post-conciliation board mediation

Canadian Broadcasting Corporation and Association of Radio and Television Employees of Canada (mediation assistance provided by C. E. Poirier and G. R. Doucet) (LG, May, p. 328).

Certification

Certification

The Canada Labour Relations Board met for six days during March. It granted eight applications for certification, rejected two, ordered three representation votes, and allowed the withdrawal of four applications for certification. During the month, the Board received 14 applications for certification. It also received and granted two requests for review of earlier decisions.

Applications for certification granted

Le Syndicat des Journalistes de Montréal Inc. (CSN) on behalf of a unit of employees of Radio-Drummond Limitée, Drummondville, Qué., employed at Radio Stations CHRD-AM and CHRD-FM (LG, Feb., p. 121).

Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Humphrey Construction Ltd., North Vancouver, B.C., engaged as drivers in construction work in the Yukon Territory (LG, Feb., p. 121).

Cartage and Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and truck drivers' helpers employed by John N. Brockelsby Transport Limited, Montreal, Qué. (LG, March, p. 193).

Canadian Marine Officers' Union on behalf of a unit of captains and assistant captains employed by Marine Industries Limited Montreal, Qué. (LG, April, p. 267).

National Association of Broadcast Employees and Technicians on behalf of a unit of employees of CHLT Radio Sherbrooke Ltée., Sherbrooke, Qué. (LG, May, p. 329).

National Association of Broadcast Employees and Technicians on behalf of a unit of employees of CHLT Télé-7 Ltée., Sherbrooke, Qué. (LG, May, p. 329).

Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of engineers, conductors, and brakemen employed in railway operations by The British Yukon Railway Company at Whitehorse, Y.T. (LG, May, p. 329).

International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 338, Grain, Flour and Seed Workers, on behalf of a unit of employees in the Seeds Department of Manitoba Pool Elevators at St. Boniface, Man. (see Applications for Certification Received, below).

Applications for certification rejected

Seafarers' International Union of Canada, applicant, and La Compagnie de Navigation Desgagné Ltée., Montreal, Qué., respondent (LG, Feb., p. 121). The application was rejected because the Board considered that the application had been abandoned by the applicant.

International Association of Machinists and Aerospace Workers, applicant, and Radio Sept-Iles Inc. (CKCN), Sept-Iles, Qué., respondent (LG, March, p. 193). The application was rejected because, under the terms of its constitution, the applicant does not have authority to take into membership the categories of employees covered by the application.

Representation votes ordered

Letter Carriers' Union of Canada, applicant, and Jessiman Bros. Cartage Ltd., St. James, Man., respondent (LG, March, 1970, p. 223) (Returning Officer: A. E. Koppel) (Reasons for Judgment issued as Supplement No. 4, 1971).

Transport Drivers', Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant and intervener, Le Syndicat des Chauffeurs de Voyageur Provincial, applicant and intervenor, Voyageur (1969) Inc., Montreal, Qué., respondent, and the Canadian Brotherhood of Railway, Transport and General Workers, intervener (LG, March, p. 193) (LG, April, p. 266). The Board directed that the names of both applicants appear on the ballot, and that the voting unit consist of all drivers employed by the respondent, excluding: (a) employees shown on the company payroll as "recall drivers," and (b) those drivers employed in the Abitibi region represented by the intervening Canadian Brotherhood under a collective agreement applicable to both drivers and mechanics in the said region (Returning Officer: G. A. Plante) (Reasons for Judgment issued as Supplement No. 4, 1971).

International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 574, applicant and intervener, Le Syndicat des Travailleurs Forestiers de l'U.C.C. de Gaspé, applicant and intervener, and Consolidated Bathurst Ltd., New-Richmond, Qué., respondent (employees in the stevedoring department). Names of both applicants will appear on the ballot (Returning Officer: G. W. Yorston) (LG, March, p. 193) (LG, April, p. 266).

Applications for certification withdrawn

Le Syndicat du Transport Routier (CSN), applicant, Roberval Express Limited, Montreal, Qué., respondent, and Wayne Wilson, et al., interveners (LG, April, p. 266).

General Truck Drivers Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Wilson's Truck Lines, Etobicoke, Ont., respondent, and Patrick Brady et al., interveners (LG, April, p. 266).

General Truck Drivers Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Robert Sentineau Moving & Storage Limited, Niagara Falls, Ont., respondent, and Oscar Kowch, et al., interveners (LG, April, p. 266).

United Brotherhood of Carpenters and Joiners of America, Local 1325, applicant, and A. V. Carlson Construction Ltd., Edmonton, Alta., respondent (LG, May, p. 329).

Applications for certification received

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Déménagement Côté Imitée, Québec, Qué. (Investigating Officer: R. G. Dorion).

International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 38, Grain, Flour and Seed Workers, on behalf of a unit of employees in the seeds department of Manitoba Pool Elevators at St. Boniface, Man. (Investigating Officer: A. E. Koppel) (see also Applications for Certification Granted, above).

Service Employees' International Union, Local 298, on behalf of a unit of employees of Nation-Wide Interior Maintenance Co., Ltd., Montreal, Qué., employed in the performance of its cleaning contract at CN head office and Central Station (Investigating Officer: R. G. Dorion).

Canadian Union of Public Employees on behalf of a unit of employees of The Sudbury Airport Commission, Sudbury, Ont. (Investigating Officer: K. Hulse).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of H.M. Trimble & Sons Ltd., Calgary, Alta. (Investigating Officer: A. A. Franklin).

International Longshoremen's and Warehousemen's Union, Local 500, on behalf of a unit of dispatchers employed by British Columbia Maritime Employers Association, Vancouver, B.C. (Investigating Officer: G. W. Rogers).

International Association of Machinists and Aerospace Workers on behalf of a unit of commissary agents employed by Eastern Provincial Airways (1963) Limited, Gander, Nfld. (Investigating Officer: W. J. Gillies).

Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Atlantic Automobile Transport Limited, Moncton, N.B. (Investigating Officer: R. L. J. Kervin).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of dockmen and pick-up and delivery drivers employed by Reimer Express (Pacific) Ltd., Burnaby, B.C. (Investigating Officer: G. W. Rogers).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of St. George Moving & Storage Ltd., Kelowna, B.C. (Investigating Officer: A. A. Franklin).

Teamsters Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Robert Sentineal Moving & Storage Limited, Niagara Falls, Ont. (Investigating Officer: K. Hulse).

International Association of Machinists and Aerospace Workers on behalf of a unit of employees of Baie-Comeau Air Service Ltée., Hauteville, Qué. (Investigating Officer: R. G. Dorion).

Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed at Ottawa and Pembroke by Northern Quebec Transport Inc., Rouyn, Qué. (Investigating Officer: H. A. Fisher).

Seafarers' International Union of Canada on behalf of a unit of unlicensed employees of The Pelee Shipping Company Limited, St. Thomas, Ont. (Investigating Officer: H. A. Fisher).

Requests for review under Sec. 61(2)

The Board granted a request by the International Woodworkers of America, Local 1-71, seeking amendment of the Board's Order of February 4, 1959, regarding a unit of employees of the Vancouver Tug Boat Co. Ltd. The Board amended its certification order by substituting the employer's new name, Seaspan International Ltd., for its previous name (LG 1959, p. 270).

The Board granted a joint request made by the United Transportation Union and the Quebec North Shore & Labrador Railway Company, Sept-Iles, Qué., that the Board's Order dated September 8, 1969, be amended by deleting the classification of train dispatcher from the certified bargaining unit, restricting same to employees classified as crew clerk (LG 1969, p. 611).

General topics

Employment review

As at February 20, 1971, there were 675,000 persons unemployed compared with 668,000 in January. The seasonally adjusted rate of unemployment was unchanged at 6.2 per cent and the unadjusted rate rose from 8.0 to 8.1. There was a slight increase in employment during the same period, January-February, bringing the total number of employed persons in February to 7,677,000. **The labour force expanded by 321,000 or 4.0 per cent between February 1970 and February 1971.** This total was comprised of yearly increases of 172,000 or 2.3 per cent in the number of people employed, and of 149,000 in the number of unemployed.

Employment

Employment in February increased 9,000 to 7,677,000 (unadjusted) and was 172,000, or 2.3 per cent higher than in February 1970. Among industries, there was an increase of 12,000 in employment in construction between

January and February. Seasonal reductions in employment were larger than usual in trade, 45,000, and agriculture, 16,000. Seasonal increases were larger than usual in public administration, 15,000, and finance, insurance and real estate, 14,000. The increases in community, business and personal services, 12,000, and manufacturing, 16,000, were about average during the period. Employment of women aged 25 and over rose more than is normal in February, an increase of 19,000 from the January estimate. The reduction of 14,000 in employment among men aged 25 and over was about average. An increase of 6,000 among persons 14-24 was slightly higher than usual.

Seasonally adjusted employment

The seasonally adjusted level of employment increased slightly in February; changes in individual regions were small.

Unemployment

Unemployment increased by 7,000 to 675,000 in February, and was 49,000 higher than the February 1970 level of 526,000. Compared with a year ago, there was an increase of 74,000 in the number of unemployed persons 14-24 years of age; 54,000 among men 25 years of age and over; and 22,000 among women 25 years and over. The largest yearly increase in regional unemployment was in Ontario, followed by British Columbia and Québec. Increases in the Prairie and Atlantic regions were considerably smaller than that for Canada as a whole.

Seasonally adjusted unemployment rates

The seasonally adjusted rates of unemployment among the main age-sex groups in February remained about the same as in January. Changes in regional unemployment rates were small. The recent downward trend in the seasonally adjusted rates of unemployment in British Columbia and the Prairie region was continued in February.

Unemployment insurance fund

During February 1971, 24,918 investigations were completed across Canada. Of these, 15,797 were on-premises investigations, and 1,995 were selective investigations to verify the fulfilment of statutory conditions. The remaining 620 formal investigations and 6,506 post-audit investigations dealt with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 2,776. Prosecutions were begun in 160 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Fund in February totalled \$48,957,422.95 compared with \$54,522,611.09 in January and \$51,359,835.68 in February 1970. **Benefits paid in February totalled \$100,928,124.33 compared with \$85,712,900.75 in January and \$77,632,465.72 in February last year.** The balance in the Fund on 28 February 1971 was \$390,014,769.35 compared with \$441,985,470.73 at the end of January and \$498,887,817.48 on 28 February 1970.

Correction

In the story on page 295 of the May Gazette about the seventh annual report on labour unions under the Corporations and Labour Unions Returns Act, an error was made in the fourth paragraph, dealing with assets of reporting organizations. The following paragraph should be substituted for it:

“Selected assets in Canada held by unions totalled \$96,955,000. This was distributed as follows: internationals, \$85,165,000, national unions, \$9,211,000 and Government employees’ organizations, \$2,579,000. Total assets of national unions and government employees organizations were, respectively: \$15,319,000 and \$6,154,000. Total assets of international unions were \$1,137,019,000 but this included assets of the internationals in the United States and other countries. Only 5.8 per cent of this amount is held in Canada.”

U.S. employment

Unemployment in March was 5,200,000 compared with 5,400,000 in February. The seasonally adjusted rate of unemployment was 6.0 per cent compared with 5.8 per cent in February. The civilian labour force in March was 82,668,000. The actual rate of unemployment in March was 6.2 per cent compared with 6.5 per cent in the previous month.

June credits

New careers for older people, p. 392, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Unemployment insurance report, p. 393, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant’s unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. “Claimants” should not be interpreted either as “total number of beneficiaries” or “total registered clients.”

Certification before the CLRB, p. 397, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 394, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 359, 368, 370, 373, 374, 376, 378, 379, 385, 387. ILO: p. 364. CN Photo: p. 403. Murray MacGowan: p. 407.

Railway arbitration

Seven cases were dealt with by the Canadian Railway Office of Arbitration on February 9 and 10. Five grievances were dismissed and one was allowed; and in the seventh case, a request by the company to reduce crew sizes was granted.

Case No. 260. An ex parte dispute between CP Rail and the United Transportation Union cover a claim by a conductor and crew for the difference between yard rates and freight rates because of switching operations performed by the crew.

When the company refused to pay the claim of a conductor and crew for the difference between yard rates and freight rates because of switching operations performed, the union submitted a grievance, but withdrew it before the scheduled hearing. The arbitrator said that if the case proceeded to arbitration it would be arguable. But, as the claim "was unconditionally withdrawn and must now be deemed to have been finally determined, I have no jurisdiction to proceed further in the matter, and the grievance must accordingly be dismissed."

Case No. 261. Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over the provisions in a letter of understanding.

A letter of understanding outlined the level of work to be performed by various classifications at an express terminal. It did not give exhaustive descriptions of the work to be done. The letter said that one duty of Warehousemen Grade II was to code carts, but in practice, the company had asked some motormen to code carts. The arbitrator said that the coding "is not itself on-

erous." And he found no "explicit prohibition (in the letter) against motormen performing the coding function in connection with what is clearly their proper work. He dismissed the grievance.

Case No. 262. An ex parte dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the loss of wages as a penalty for lateness.

Ten employees were docked various amounts from time actually worked. The company had installed a time clock and announced a policy of deducting time on the following basis: between one and 14 minutes late, time deducted is 15 minutes; between 15 and 29 minutes late, time deducted is 30 minutes, etc. The union contended that this policy imposed a penalty without an investigation, contrary to an article in the agreement.

The arbitrator agreed with the union that the penalty imposed is, in effect, a fine—a fine that the company is not entitled to impose. The agreement states further that employees who have completed their probationary period will not be disciplined or discharged without an investigation.

In one case, the grievor clocked in at 1:04 p.m., four minutes late. The company deferred his starting time until 1:15 p.m. "In effect, he was suspended for that time," said the arbitrator. The company's "refusal to permit the grievors to work, or to pay them for work performed during the times in question was plainly a disciplinary measure imposed contrary to the provisions of the collective agreement and for which the employees are entitled to recover," even though they may have been subject to discipline for their lateness if that discipline had been imposed in the proper manner. He allowed the grievance.

Case No. 263. Dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over claims for pay during a work stoppage.

A half hour after the men began work, workers belonging to another union in the area walked off their jobs. In most areas the problem was solved, and the men went back to work. But in the shed where the grievors

worked, the men did not return, and the grievors were unable to work. They were paid for two hours under the provisions of the agreement.

At other locations, however, the company's employees were able to work and were entitled to a minimum of four hours pay. In some cases, these employees were senior to the grievors. The union contended that forces had been reduced and that the grievors were entitled to stay at work because of their seniority. The arbitrator disagreed, saying that the agreement specifically mentions such a case and states that the employees are to be paid for a minimum of two hours. This was done. The arbitrator dismissed the grievance.

Case No. 264. Dispute between CP Rail and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over claims for pay during a work stoppage by workers not covered by the agreement.

The circumstances in this case were identical to those in Case No. 263. The arbitrator dismissed the grievance.

Case No. 265. Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over extended leave granted to an employee.

The agreement provides for a leave of absence of three months. But this may be extended. The employee in question was granted almost eight months of leave to attend university. The union said that the employee did not file separate applications for each three-month period and had therefore forfeited his seniority. It con-

tended that, on his return, the employee should not have been allowed to displace, and it entered a claim for the difference in salary on behalf of the employee displaced by the man on leave.

The arbitrator found that there was no time limit on length of leave, and that only if an employee does not report for work at the conclusion of his leave does he forfeit his seniority. "In this case," said the arbitrator, "an extended leave of absence was requested at the outset"—and it was granted. "The agreement," he added, "does not require that separate applications be made nor that extension of leave must be limited to three-month periods." He therefore dismissed the grievance.

Case No. 266. Dispute between CP Rail and the United Transportation Union over changes in the size of a crew.

The company told the union of its decision to reduce the size of a yard crew from three to two men. The union did not agree, so a five-day survey was begun. Upon completion of the survey, the company contended that adequate safety could be maintained, but the union said that there were three specific moves that needed more than a two-man crew.

The arbitrator referred to Case No. 223, which involved a similar problem (LG, Oct. 1970, p. 738). In that case the arbitrator agreed with the company, but he added that safe performance would require the use of revised switching methods. He said that the same could apply to the present case, and he stated that "It appears that these tasks, like others, can be safely performed by a reduced crew, provided that the necessary conditions are met." He allowed the company's request.



Publications in the library

List No. 267

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month, listed when requesting loans.

Business

■ **No. 1—Dekom, Anton K.** The internal consultant. [New York] American Management Association [1969] 102 p.

■ **No. 2—International Labour Office.** Comment lire un bilan. Genève, 1970. 148 p. "An I.L.O. programmed book." «Ce livre a été traduit et adapté de l'ouvrage anglais How to read a balance sheet.»

■ **No. 3—Ivens, Michael William, ed.** Industry and values; the objectives and responsibilities of business, edited by Michael Ivens with a foreword by Sir John Reiss. London, Harrap [1970] 222 p.

■ **No. 4—National Industrial Conference Board.** Anticipating major business threats, by Henry C. Egerton and Jeremy Bacon. New York, 1970. 23 p.

■ **No. 5—National Industrial Conference Board.** Continuing education for financial management, by David I. Fisher and Francis J. Walsh, Jr. New York, 1970. 33 p.

Civil rights

■ **No. 6—Schwartz, Bernard, comp.** Civil rights. Editor: Bernard Schwartz. New York, Chelsea House Publishers [1970] 2v. (1888 p.) Consists of federal legislation extracts from congressional debates, major Supreme Court decisions, etc., with commentary.

Discrimination in employment

■ **No. 7—Meth, Monty.** Here to stay; a study of good practices in the employment of coloured workers. London, Runnymede Trust Publication [1970?] 19 p.

■ **No. 8—Thurow, Lester C.** Poverty and discrimination. Washington, Brookings Institution [c1969] viii, 214 p.

Economic conditions

■ **No. 9—International Institute of Quantitative Economics.** Research priorities in quantitative socio-economic development planning; proceedings of the inaugural conference of the IIQE, Montréal, January 17-18, 1970. Les priorités de la recherche en matière de planification quantitative du développement socio-économique: compte-rendu de la conférence inaugurale de l'IIQE. Montréal, Janvier 17-18, 1970. Montréal, 1970. 112 p. "... The interventions published in the [text] are in the language used by the speaker: viz., English or French. Text of speeches in English or French. Includes index in English and French.

■ **No. 10—Johnson, Harry Gordon.** An overall view of international economic questions facing Britain, the United States, and Canada during the 1970s. [London] British-North American Committee [1970] ix, 24, xv, p. This study was sponsored by British-North American

Research Association, National Planning Association (U.S.A.), and Private Planning Association of Canada. Cover title: International economic questions facing Britain, the United States, and Canada in the 70s.

■ **No. 11—National Industrial Conference Board.** Perspectives for the 70s and 80s; tomorrow's problems confronting today's management. New York, c1970. iv, 24 p. "An experimental forecast conducted by the National Industrial Conference Board and the Opinion Research Corporation."

Industrial disputes

■ **No. 12—Addington, Arnold Lee.** A regional analysis of strikes. [Ann Arbor, Mich., University Microfilms, 1970] ix, 164 p. Thesis (Ph.D.)—University of Tennessee, 1969.

■ **No. 13—Great Britain.** Court of Inquiry into a Dispute between the Parties represented on the National Joint Board for the Electricity Supply Industry. Report. London HMSO, 1970 [35] p. At head of title: Industrial courts act, 1919. A. D. Campbell, chairman.

Industrial relations

■ **No. 14—Burns, Tom, ed.** Industrial man: selected readings. [Harmondsworth, Eng.] Penguin [1969] 414 p.

■ **No. 15—Hagglund, George, ed.** Psychological testing and industrial relations. Editors: George Hagglund [and] Duane Thompson. Iowa City, Center for Labor and Management, College of Business Administration, University of Iowa, 1969. 48 p.

■ **No. 16—Walker, Kenneth Frederick.** Industrial democracy, fantasy, fiction or fact? [London] Times Newspapers Ltd. [c1970] 36 p. The Times Management lecture, 1970.

■ **No. 17—Workers' Control Conference,** Nottingham, Eng., 1968. How and why industry must be democratised: papers submitted to the Workers' Control Conference (Nottingham, March 30-31, 1968); edited by Ken Coates and Wyn Williams. Nottingham, Institute for Workers' Control, 1969. [4] 222 p.

Investments

■ **No. 18—Friedland, Seymour.** Stock options and company performance. [Toronto, York University, Faculty of Administrative Studies, 1970?] 101 p.

■ **No. 19—Wiginton, John C.** An algorithm for portfolio selection in linear models with upper bounds constraints. Rev. ed. [Toronto, York University, Faculty of Administrative Studies] 1970. 15 p.

Labour organization

■ **No. 20—Grebing, Helga.** The history of the German labour movement: a survey. [German text abridged for the English ed., by Mary Saran, translated by Edith Korner], with a chapter on foreign policy by Mary Saran. London, Wolff, 1969. [4]227 p.

■ **No. 21—Sorenson, Jay B.** The life and death of Soviet trade unionism, 1917-1928. [1st ed.] New York, Atherton Press, 1969. viii, 283 p.

■ **No. 22—U.S. Office of Labour-Management Policy Development.** Qualifications for union office; the issue of reasonableness in court cases under the Labor-management reporting and disclosure act. [Washington, G.P.O., 1970] 72 p.

Labour supply

■ **No. 23—Andarawewa, A. B.** The structure of the Canadian agricultural labour force. Ottawa, Canada Department of Agriculture, Economics Branch, Research Division, 1970. [50] p.

■ **No. 24—International Labour Office.** Towards full employment; a program for Colombia, prepared by an inter-agency team organized by the International Labour Office. Geneva, 1970. 471 p. Colombia was the first country to be covered by a pilot mission under the World Employment Program.

■ **No. 25—U.S. Bureau of Labor Statistics.** Pilots and mechanics in civil aviation, 1967-77; a study of manpower requirements. Pt.1. Current situation and the short-range outlook (Manpower Administration) Pt.2 Long-range manpower requirements (Bureau of Labor Statistics) Washington [G.P.O., 1970] 39 p.

Labouring classes

■ **No. 26—Confederation of British Industry.** Absenteeism: an analysis of the problem. London [1970] vi, 15 p.

■ **No. 27—Rose, Gordon.** The working class. [London] Longmans [1968] vii, 151 p.

■ **No. 28—Stone, Morris.** Labor grievances and decisions, new series, by Morris Stone with an introduction by Harold W. Davey. New York, American Arbitration Association [c1970] xxvii, 220 p.

■ **No. 29—U.S. Congress.** House. Committee on Ways and Means. Employment security amendments of 1969, report . . . to accompany H. R. 14705, a bill to extend and improve the federal-state unemployment compensation program. Washington, GPO, 1969. 97 p. At head of title: 91st Congress, 1st sess. House report no. 91-612.

■ **No. 30—U.S. Office of Maritime Manpower.** Division of Labor Studies. Seafaring guide and directory of labor management affiliations. Washington, GPO, 1969. 85 p. "A United States Department of Commerce publication." "Revised edition of the former 'Guide to seafaring collective bargaining'."

■ **No. 31—Williams, Clifford Glyn.** Labor economics. New York, Wiley [1970] xv, 489 p.

Leisure

■ **No. 32—Owen, John D.** The price of leisure; an economic analysis of the demand for leisure time. With a foreword by J. Mincer. [Rotterdam] Rotterdam University Press, 1969. x, 169 p.

Prices

■ **No. 33—U.S. Bureau of Labor Statistics.** Consumer prices in the United States, 1959-68; trends and indexes. Washington, GPO [1970] 73 p.

Productivity

■ **No. 34—Smith, Duncan N.** Productivity and training: a review of an urgent problem. London, King Edward's Hospital Fund, 1969. 65 p.

■ **No. 35—U.S. Bureau of Labor Statistics.** Index of output per man-hour selected industries, 1939 and 1947-69. Washington [GPO, 1970] 112 p.

Scientists

■ **No. 36—U.S. Bureau of Labor Statistics.** Scientific and technical personnel in industry, 1967. Washington GPO [1970] 58 p.

Social security

■ **No. 37—U.S. Social Security Administration.** Social security programs throughout the world, 1969. [Washington, GPO, 1970] 249 p.

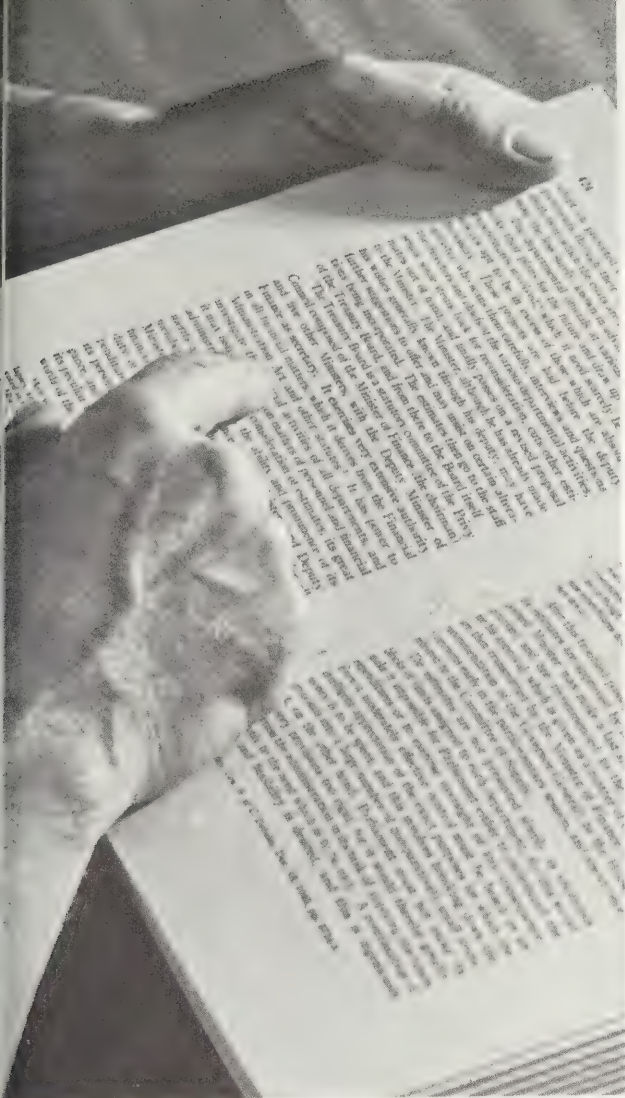
Students

■ **No. 38—Cook, Gail C. A.** Student aid programs, by Gail C. A. Cook, A. Rodney Dobell [and] David A. Stager. Toronto, Institute for the Quantitative Analysis of Social and Economic Policy, University of Toronto 1969. 19 p.

Technology

■ **No. 39—Cottrell, William Frederick.** Technological change and labor in the railroad industry; a comparative study. Lexington, Mass., Heath [1970] x, 159 p.

■ **No. 40—Myers, Sumner.** Successful industrial innovations; a study of factors underlying innovation in selected firms [by] Sumner Myers and Donald G. Marquis. [Washington] National Science Foundation [1969] 117 p.



Wages

■ **No. 41—Great Britain. Department of Employment and Productivity.** A national minimum wage; report of an interdepartmental working party. London, HMSO, 1969. vii, 89 p.

■ **No. 42—Taylor, LeRoy.** Money-wage variation and the effective demand for labour in Canada (1953-1966) [Toronto, York University, 1970] 94 p.

■ **No. 43—U.S. Bureau of the Census.** Income growth rates in 1939 to 1968 for persons by occupation and industry groups, for the United States. [Washington, GPO, 1970] 90 p.

Women

■ **No. 44—Kassirer, Eve.** Female participation in the Canada NewStart program. [Ottawa, Queen's Printer, 1970] 26 p. Issued by Department of Regional Economic Expansion.

■ **No. 45—World Conference on Women Workers' Problems.** 3rd, Dusseldorf, Germany, 1968. Women workers; are their problems solved? [Report of] Third World Conference on Women Workers' Problems, 30 September-4 October 1968 ... Dusseldorf, Germany, Brussels, International Confederation of Free Trade Unions [1970?] 104 p.

Miscellaneous

■ **No. 46—Atlantic Provinces Economic Council.** Exports of the Atlantic Provinces, with special reference to the American market. [Fredericton, 1970] 44 p.

■ **No. 47—Donaldson, Graham F.** Farm machinery testing; scope and purpose in the measurement and evaluation of farm machinery. [Ottawa, Queen's Printer, 1970] 92 p. Canada. Royal Commission on Farm Machinery. Study no. 8.

■ **No. 48—Hoffman, David.** Bilingualism and biculturalism in the Canadian House of Commons [by] David Hoffman and Norman Ward. [Ottawa, Queen's Printer, 1970] 295 p. Canada. Royal Commission on Bilingualism and Biculturalism. Documents, 3.

■ **No. 49—National Industrial Conference Board.** Sales forecasting practices; an appraisal, a survey by Stanley J. PoKempner and Earl L. Bailey. New York, 1970. 36 p.

■ **No. 50—U.S. Bureau of Labor Standards.** Project safe U.S.A. [Washington, GPO, 1970] 37 p.

■ **No. 51—U.S. Congress. House. Committee on Interstate and Foreign Commerce. Subcommittee on Communications and Power.** Subscription television, 1969. Hearings, Ninety-first Congress, first session, on H.R. 420 (and related bills). Washington, GPO, 1969. viii, 486 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change	
			From	Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended February 20, 1971.....		8,352	+ 0.2	+ 4.
Employed.....		7,677	+ 0.1	+ 2.
Agriculture.....		422	- 3.7	- 1.
Non-agriculture.....		7,255	+ 0.4	+ 2.
Paid workers.....		6,715	+ 0.1	+ 2.
At work 35 hours or more.....		6,081	+ 1.4	+ 1.
At work less than 35 hours.....		1,297	- 4.4	+ 5.
Employed but not at work.....		298	- 5.1	+ 7.
Unemployed.....		675	+ 1.0	+ 28.
Atlantic.....		71	+ 7.6	+ 4.
Québec.....		244	+ 4.3	+ 25.
Ontario.....		207	+ 3.0	+ 52.
Prairie.....		77	- 9.4	+ 10.
British Columbia.....		76	- 7.3	+ 33.
Without work and seeking work.....		634	+ 3.8	+ 35.
On temporary layoff up to 30 days.....		41	- 28.1	- 28.
INDUSTRIAL EMPLOYMENT (1961 = 100)†	January	123.2	- 1.5	- 1.
Manufacturing employment (1961 = 100)†.....	January	119.8	+ 0.2	- 2.
IMMIGRATION	1st 9 mos. 1970	113,323	—	- 5.
Destined to the labour force.....	1st 9 mos. 1970	60,022	—	- 4.
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	March	72	+ 18.0	- 19.
No. of workers involved.....	March	45,182	+ 76.4	+ 146.
Duration in man days.....	March	239,680	+ 35.4	+ 41.
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†.....	January	131.25	+ 3.0	+ 6.
Average hourly earnings (mfg.)†.....	January	3.19	+ 0.6	+ 9.
Average weekly hours paid †.....	January	39.4	+ 3.7	- 1.
Average weekly wages (mfg.)†.....	January	125.41	+ 1.7	+ 7.
Consumer price index (1961 = 100).....	February	130.9	+ 0.5	+ 1.
Index numbers of weekly wages in 1961 dollars (1961 = 100)†.....	December	124.3	- 2.6	+ 9.
Total labour income (Millions of dollars)†.....	January	3,973.0	+ 0.1	+ 7.
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100).....	February	172.4	+ 0.6	- 0.
Manufacturing.....	February	168.5	+ 0.8	- 1.
Durables.....	February	191.2	+ 3.2	- 2.
Non-durables.....	February	150.6	- 1.4	- 0.
NEW RESIDENTIAL CONSTRUCTION**				
Starts.....	February	6,895	- 12.1	+ 33.
Completions.....	February	8,621	- 10.3	- 11.
Under construction.....	February	120,032	- 1.5	+ 13.

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

* Centres of 10,000 population or more.

ables

1 to A-3—Labour Force

1—Labour Income

1 to C-7—Employment, Hours and Earnings

1 to E-4—Unemployment Insurance

1 and F-2—Prices

1 to G-4—Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended February 20, 1971

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
	(in thousands)					
THE LABOUR FORCE.....	8,352	643	2,342	3,164	1,326	877
Men.....	5,612	442	1,591	2,076	911	592
Women.....	2,740	201	751	1,088	415	285
14-19 years.....	780	61	221	278	147	73
20-24 years.....	1,271	133	396	424	199	118
25-44 years.....	3,610	243	1,034	1,413	524	397
45-64 years.....	2,506	193	649	978	419	268
65 years and over.....	185	14	43	72	36	20
EMPLOYED.....	7,677	572	2,098	2,957	1,249	801
Men.....	5,089	380	1,393	1,931	851	534
Women.....	2,588	192	705	1,026	398	267
Agriculture.....	422	20	75	113	195	19
Non-agriculture.....	7,255	553	2,023	2,844	1,054	782
Paid Workers.....	6,715	507	1,855	2,667	969	716
Men.....	4,326	331	1,214	1,695	614	471
Women.....	2,389	176	642	972	355	245
UNEMPLOYED.....	675	71	244	207	77	76
Men.....	523	62	198	145	60	58
Women.....	152	*	46	62	17	18
PERSONS NOT IN LABOUR FORCE.....	6,902	752	1,993	2,343	1,118	696
Men.....	1,945	249	545	641	319	191
Women.....	4,957	503	1,448	1,702	799	505

*Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended February 20, 1971

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
(in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	15,254	2,528	4,271	1,266	4,417	1,179	1,599
LABOUR FORCE.....	8,352	780	4,043	995	1,540	809	1,809
Employed.....	7,677	650	3,779	836	1,473	767	1,717
Unemployed.....	675	130	265	159	67	43	109
NOT IN LABOUR FORCE.....	6,902	1,747	227	271	2,877	369	1,419
PARTICIPATION RATE†							
1971 February 20.....	54.8	30.9	94.7	78.6	34.9	68.6	11.1
January 16.....	54.8	30.7	94.8	78.7	34.6	68.6	12.1
UNEMPLOYMENT RATE‡							
1971 February 20.....	8.1	16.7	6.6	16.0	4.4	5.3	5.5
January 16.....	8.0	16.5	6.6	16.0	4.1	5.5	5.5

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

† The labour force as a percentage of the population of 14 years of age and over.

‡ The unemployed as a percentage of the labour force.

Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended February 20, 1971

	February 1971	January 1971	February 1970
(in thousands)			
TOTAL UNEMPLOYED	675	668	529
On temporary layoff up to 30 days	41	57	57
Without work and seeking work	634	611	469
Seeking:			
Full-time work	614	586	449
Part-time work	20	25	20
Under 1 month	96	130	109
1-3 months	275	256	209
4-6 months	146	117	99
More than 6 months	117	108	69

Source: Labour Force Survey, DBS.

—Labour Income

Table B-1—Estimates of Labour Income, by Industry††

Year and Month	Monthly Totals								Totals††
	Mining	Manu- facturing	Transportation Communi- cation and Public Utilities**	Forestry	Con- struction	Trade	Finance, Services (including Government)	Supple- mentary Labour Income	
	(millions of dollars)								
66—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
67—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
68—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
69—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
70—Total.....	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	47,043
70—January.....	88.3	961.8	380.6	37.2	242.4	477.3	1,307.0	173.8	3,688.5
February.....	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	3,729.5
March.....	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758.9
April.....	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790.0
May.....	92.3	988.0	406.5	32.5	254.4	494.4	1,352.2	211.2	3,865.4
June.....	94.7	1,013.9	415.5	38.2	296.3	507.2	1,381.2	207.9	3,994.8
July.....	95.6	990.2	420.6	42.9	298.3*	501.3	1,381.1	208.8*	3,992.4*
August.....	96.8	1,010.3	424.6	44.6	328.1*	494.3	1,382.6	209.1*	4,043.2*
September.....	95.8	1,011.1	425.0	45.8	333.7	503.8	1,394.9	205.4	4,060.6
October.....	97.0	1,006.5	427.6	45.6	332.5	510.5	1,409.7	205.4	4,063.1
November*.....	96.6	999.6	436.9	42.1	307.0	519.8	1,420.2	213.4	4,064.3
December†.....	95.3	982.6	425.5	32.8	253.3	528.1	1,433.6	194.8	3,970.6
71—January†.....	94.0	1,004.4	411.5	32.5	243.3	510.1	1,433.5	222.7	3,973.0
Seasonally Adjusted									
66—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
67—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
68—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
69—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
70—Total.....	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	47,043
70—January.....	89.0	980.2	393.4	41.5	288.5	488.3	1,317.4	198.3	3,828.9
February.....	89.5	981.4	400.2	43.4	292.2	491.5	1,323.0	199.3	3,853.1
March.....	91.1	980.9	401.9	44.2	287.3	494.8	1,323.8	200.1	3,856.7
April.....	92.0	981.9	406.9	44.4	273.8	495.0	1,340.0	200.1	3,866.7
May.....	92.7	981.8	406.2	34.7	263.7	493.7	1,344.3	199.5	3,849.4
June.....	92.9	998.9	405.8	34.1	271.2	496.3	1,361.3	201.2	3,894.6
July.....	94.1	991.0	407.6	35.5	265.1*	494.0	1,383.2	201.1*	3,904.3*
August.....	95.8	1,000.6	408.6	36.6	283.7*	494.8	1,382.1	203.5*	3,939.5*
September.....	96.4	989.5	413.6	36.9	289.6	503.6	1,392.1	204.6	3,959.9
October.....	97.7	993.3	422.1	38.4	298.5	507.9	1,405.3	207.4	4,004.6
November*.....	96.8	993.9	432.7	37.4	293.6	510.7	1,415.4	207.0	4,021.7
December†.....	96.9	1,004.2	428.3	36.2	293.7	518.6	1,435.9	208.9	4,056.4
71—January†.....	94.8	1,025.0	425.1	36.9	289.9	521.8	1,448.6	212.8	4,088.9

* Revised. † Preliminary. ‡ Advance.

** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based on the 1960 standard industrial classification.

Note: Monthly figures may not add to annual totals because of rounding.

Source: Estimates of Labour Income (DBS Cat. No. 72-005).

—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 149, February 1971 issue.

Table E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1970—December....	5,717,000	5,045,200	671,800
November....	5,626,000	5,145,500	480,500
October....	5,584,000	5,185,300	398,700
September....	5,609,000	5,217,900	391,100
August....	5,667,000	5,258,300	408,700
July....	5,617,000	5,177,600	439,400
June....	5,672,000	5,230,100	441,900
May....	5,607,000	5,101,600	505,400
April....	5,719,000	5,028,300	690,700
March....	5,718,000	5,012,900	705,100
February....	5,707,000	5,012,600	694,400
January....	5,676,000	5,016,500	659,500
1969—December....	5,638,000	5,101,300	536,700

Table E-4—Benefit Payments, by Province, January 1971

Province	Weeks Paid	Amount of Benefit Paid*
Newfoundland.....	103,813	3,685,513
Prince Edward Island.....	21,286	687,547
Nova Scotia.....	111,481	3,913,429
New Brunswick.....	103,281	3,470,364
Québec.....	664,030	23,910,798
Ontario.....	747,325	26,987,904
Manitoba.....	94,646	3,423,095
Saskatchewan.....	77,863	2,763,640
Alberta.....	135,669	5,076,947
British Columbia.....	303,457	11,793,664
Total, Canada, January 1971.....	2,362,851	85,712,901
Total, Canada, December 1970.....	1,685,323	60,239,156
Total, Canada, January 1970.....	2,197,633	76,500,420

*Supplementary Unemployment Insurance Benefits are not included.

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	January 1971			January 1970		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada.....	288,462	226,432	62,030	266,144	211,501	54,643
Newfoundland.....	8,404	7,427	977	8,894	7,736	1,158
Prince Edward Island.....	1,710	1,484	226	1,904	1,657	247
Nova Scotia.....	14,875	12,606	2,269	13,450	11,546	1,904
New Brunswick.....	11,073	9,156	1,917	10,637	9,043	1,594
Québec.....	79,947	61,764	18,183	78,324	60,887	17,437
Ontario.....	97,779	75,788	21,991	88,234	67,892	20,342
Manitoba.....	10,906	9,106	1,800	9,981	8,330	1,651
Saskatchewan.....	7,931	6,827	1,104	9,318	7,831	1,487
Alberta.....	16,781	13,387	3,394	13,911	11,403	2,508
British Columbia.....	39,056	28,887	10,169	31,491	25,176	6,315

*In addition, revised claims received numbered 76,659.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at January 29, 1971.

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants January 1971
		1-4	5-13	14-26	27 or more*	
Canada	844,078	328,447	334,815	114,790	66,026	659,441
Male.....	597,514	248,232	249,835	64,732	34,715	475,814
Female.....	246,564	80,215	84,980	50,058	31,311	183,627
NEWFOUNDLAND	35,274	12,294	18,162	3,189	1,629	33,111
Male.....	31,011	11,086	16,386	2,318	1,221	29,766
Female.....	4,263	1,208	1,776	871	408	3,345
PRINCE EDWARD ISLAND	7,003	2,158	4,328	326	191	5,941
Male.....	5,375	1,602	3,497	175	101	4,651
Female.....	1,628	556	831	151	90	1,290
NOVA SCOTIA	40,354	16,962	16,377	4,081	2,934	33,991
Male.....	32,310	14,465	13,450	2,540	1,855	27,655
Female.....	8,044	2,497	2,927	1,541	1,079	6,336
NEW BRUNSWICK	37,515	12,552	18,344	4,210	2,409	32,361
Male.....	28,327	10,300	14,040	2,527	1,460	24,357
Female.....	9,188	2,252	4,304	1,683	949	8,004
QUÉBEC	243,392	92,626	90,965	37,112	22,689	204,251
Male.....	173,062	70,937	67,683	22,185	12,257	149,265
Female.....	70,330	21,689	23,282	14,927	10,432	54,986
ONTARIO	266,210	112,684	96,936	36,897	19,693	197,541
Male.....	168,058	78,074	62,857	18,188	8,939	127,481
Female.....	98,152	34,610	34,079	18,709	10,754	70,060
MANITOBA	33,100	11,880	14,693	4,238	2,289	25,691
Male.....	24,285	8,905	11,854	2,430	1,096	19,571
Female.....	8,815	2,975	2,839	1,808	1,193	6,120
SASKATCHEWAN	25,529	8,666	12,501	2,870	1,492	23,221
Male.....	19,791	6,768	10,632	1,654	737	18,191
Female.....	5,738	1,898	1,869	1,216	755	5,030
ALBERTA	48,556	19,191	20,068	6,591	2,706	28,041
Male.....	36,296	15,202	16,226	3,590	1,278	20,911
Female.....	12,260	3,989	3,842	3,001	1,428	7,130
BRITISH COLUMBIA	107,145	39,434	42,441	15,276	9,994	75,281
Male.....	78,999	30,893	33,210	9,125	5,771	53,961
Female.....	28,146	8,541	9,231	6,151	4,223	21,320

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)								
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year.....	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1970—Year.....	129.7	130.0	130.9	126.8	124.8	139.5	131.2	126.5
1970—February.....	128.5	131.3	128.3	125.1	123.5	137.7	129.0	126.5
March.....	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
April.....	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
May.....	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
June.....	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.5
July.....	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.5
August.....	130.5	131.9	131.5	126.2	125.3	140.2	132.5	126.4
September.....	130.2	130.0	131.8	127.0	125.3	140.1	133.0	126.4
October.....	130.3	128.5	132.8	128.2	125.2	141.2	133.1	126.4
November.....	130.3	127.5	133.3	128.4	125.8	140.8	133.7	126.4
December.....	129.8	125.6	133.4	127.9	126.1	140.7	133.6	126.4
1971—January.....	130.3	126.5	134.1	127.0	126.4	140.7	134.2	127.0
February.....	130.9	127.5	134.5	125.9	128.3	140.7	134.8	127.6
(1949 = 100)								
February.....	169.1*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—February, 1971

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Feb. 71	Jan. 71	Feb. 70							
(1961 = 100)										
St. John's, Nfld.....	121.6	120.5	121.9	117.2	117.4	130.6	119.4	135.9	116.5	144.5
Halifax.....	123.8	123.6	123.6	125.3	119.3	120.2	120.5	143.5	133.5	129.1
Saint John.....	123.0	122.6	123.2	124.4	115.9	129.3	123.4	135.7	131.5	127.6
Montreal.....	124.7	124.4	124.2	125.0	117.7	123.9	127.7	132.5	141.5	128.7
Ottawa.....	128.3	127.5	126.5	128.8	122.4	127.1	130.8	142.7	136.7	132.9
Toronto.....	127.2	126.7	127.2	125.7	122.3	127.2	134.2	140.3	129.3	130.9
Winnipeg.....	126.8	126.8	126.7	126.0	116.7	134.8	132.2	147.4	136.5	129.4
Saskatoon-Regina.....	122.0	121.6	122.1	126.0	114.4	128.2	120.4	128.2	130.6	123.2
Edmonton-Calgary.....	127.3	126.4	123.7	131.7	119.5	128.1	125.3	145.6	136.7	125.2
Vancouver.....	125.5	124.5	121.4	130.2	118.9	127.9	127.4	136.9	127.1	118.9

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1966-1971

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	Per cent of Estimated Working Time Lost
1966	582	617	411,459	5,178,170	0.3
1967	498	522	252,018	3,974,760	0.2
1968	559	582	223,562	5,082,730	0.3
1969	566	595	306,799	7,751,880	0.4
†1970	501	540	261,187	6,539,560	0.3
†1970—March	46	89	18,334	169,890	0.1
April	65	114	36,282	431,180	0.3
May	59	116	75,014	957,930	0.7
June	42	116	62,134	788,910	0.5
July	62	132	80,851	842,950	0.5
August	46	118	70,738	620,060	0.4
September	39	88	45,539	619,430	0.4
October	34	84	60,862	758,820	0.5
November	33	75	38,948	705,620	0.4
December	8	48	34,359	427,150	0.2
*1971—January	17	45	24,716	205,570	0.1
February	29	61	25,616	176,980	0.1
March	31	72	45,182	239,680	0.1

† Revised

* Preliminary.

Table G-2—Strikes and Lockouts, by Industry, March 1971, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	2	320	7,360
Mines	2	3	1,610	16,820
Manufacturing	15	39	15,140	133,090
Construction	3	3	901	2,040
Transportation and utilities	1	1	290	290
Trade	2	9	238	5,510
Finance	—	—	—	—
Service	6	12	25,264	48,320
Public administration	2	3	1,419	26,250
All Industries	31	72	45,182	239,680

Table G-3—Strikes and Lockouts, by Jurisdiction, March 1971, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	1	515	11,850
Prince Edward Island	—	—	—	—
Nova Scotia	1	1	403	3,230
New Brunswick	2	4	1,819	4,580
Québec	9	18	5,318	43,570
Ontario	9	24	9,958	109,570
Manitoba	1	1	16	200
Saskatchewan	1	1	156	230
Alberta	1	3	516	6,670
British Columbia	4	15	23,241	35,630
Federal	3	4	3,240	24,330
All Jurisdictions	31	72	45,182	239,680

Table G-4—Strikes and Lockouts Involving 100 or More Workers, March 1971, (Preliminary)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				March	Accumulated	Termination Date	
Forestry							
	J. E. Therrien, Amos, Qué.	Carpenters Loc. 2725 (AFL-CIO/CLC)	103	2,370	6,280	Jan. 6 —	Wages—
	Northwestern Pulp and Power Ltd., Hinton, Alta.	Woodworkers Loc. 1-207 (AFL-CIO/CLC)	217	4,990	8,900	Feb. 3 —	Wages—
Mines							
METAL							
	*Hudson Bay Mining and Smelting Company, Flin Flon, Man.	Various trades' unions	550	13,640	26,290	Jan. 27 —	Vacations, holidays, welfare plan
MINERAL FUEL							
	Canmore Mines Ltd., Canmore, Alta.	Mine Workers Loc. 7297 (Ind.)	260	780	780	Mar. 17 Mar. 20	Alleged firing of three workers—Return of workers.
	*Cape Breton Development Corporation, Sydney, Nova Scotia.	Mine Workers (Ind.)	800	2,400	2,400	Mar. 19 Mar. 24	Demotion of two workers—Return of workers pending further discussions.
Manufacturing							
FOOD AND BEVERAGES							
	McGavin Toastmaster, Vancouver, B.C.	Bakery Workers Loc. 468 (CLC)	125	2,880	2,880	Mar. 1 —	Job security—
RUBBER							
	Firestone Tire & Rubber Co. Ltd., Hamilton, Ont.	Rubber Workers Loc. 113 (AFL-CIO/CLC)	1,176	8,230	8,230	Mar. 4 Mar. 15	Wages, fringe benefits—28¢ an hr. increase for all workers plus additional 10¢ for skilled 1st.-yr., 25¢ plus 5¢ 2nd.-yr., 26¢ the 3rd.-yr.; other improved benefits.
LEATHER							
	Chartered Traders Ltd., Québec, Qué.	Clothing Workers' Federation (CNTU)	126	2,900	3,530	Feb. 22 —	Wages, retroactive pay, fringe benefits—
WOOD							
	Sogefor Ltée., Division Maki, Maniwaki, Qué.	Building and Woodworkers' Federation (CNTU)	180	540	540	Mar. 29 —	Security of employment—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, March 1971, (Preliminary) (Cont.)

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved	March	Accu- mulated	Termination Date	Result
FURNITURE AND FIXTURES						
Emanuel Products Limited, Toronto, Ontario.	Woodworkers Loc. 2700 (AFL-CIO/CLC)	200	4,600	5,400	Feb. 23	Wages, vacations, other matters
PAPER						
Continental Can of Canada Limited, Hamilton and Toronto, Ontario.	Steelworkers various locals (AFL-CIO/CLC)	1,232	16,020	16,160	Feb. 25 Mar. 17	Wages—Return of workers, se- tlement terms not reported.
Consolidated Bathurst Limited, Bathurst, N.B.	Various unions	805	810	810	Mar. 17 Mar. 18	Protesting removal of boxboard operations from Bathurst—Re- turn of workers.
New Brunswick International Paper Co., Dalhousie, N.B.	Pulp and Paper Mill Workers Loc. 146 (AFL-CIO/CLC)	900	1,800	1,800	Mar. 29 —	Job security—
Canadian International Paper, Gatineau, Qué.	Pulp and Paper Mill Workers Loc. 142 (AFL-CIO/CLC)	1,100	3,300	3,300	Mar. 29 —	Job security—
PRIMARY METALS						
Aluminum Co. of Canada Ltd., Richmond, B.C.	Steelworkers (AFL-CIO/CLC)	100	2,300	11,200	Oct. 23 —	Failure to negotiate a new agree- ment—
Québec Iron Foundries, Mont-Joli, Qué.	Steelworkers Loc. 6506 (AFL-CIO/CLC)	110	1,100	1,100	Mar. 8 Mar. 22	Wages, fringe benefits—64¢ an h increase spread over 3 yrs.; im- proved fringe benefits.
METAL FABRICATING						
Hawker Siddeley Canadian Bridge Div., Windsor, Ont.	Steelworkers Loc. 2471 (AFL-CIO/CLC)	500	11,500	38,000	Dec. 14 —	Wages, working conditions—
Trane Co. of Canada, Toronto, Ont.	U.E. Loc. 512 (Ind.)	230	5,290	9,890	Feb. 1 —	Not reported—
American Can of Canada Ltd., Three locations, B.C.	Steelworkers various locals (AFL-CIO/CLC)	350	3,500	7,000	Feb. 15 Mar. 15	Wages in a master contract— \$1.10 an hr. increase over 3 yrs. additional 40¢ an hr. in fring benefits, improved pension pa
MACHINERY						
Jeffrey Manufacturing Co. Ltd., La Salle, Qué.	Auto Workers Loc. 1376 (CLC)	105	1,370	3,370	Feb. 2 Mar. 18	Wages, fringe benefits—52¢ an h increase over a 3-yr. contract.
Massey Ferguson Industries Ltd., Toronto and Brantford, Ont.	Auto Workers various locals (CLC)	3,500	7,000	7,000	Mar. 1 Mar. 3	Wages, other benefits—31% wa increases plus improved cost-o living benefits over a 2-yr. co tract.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, March 1971, (Preliminary) (Cont.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				March	Accumulated	Termination Date	
Location							Result
TRANSPORTATION EQUIPMENT							
Duple of Canada, Hawkesbury, Ont.	Auto Workers Loc. 1661 (CLC)	136	270	410	Feb. 26 Mar. 3		Alleged dismissal of two employees—Agreement reached, return of workers.
Gabriel of Canada Limited, Toronto and Mississauga, Ont.	Machinists Loc. 1295 (AFL-CIO/CLC)	630	14,490	14,490	Feb. 28 —		Conditions and terms for renewal agreement—
Halifax Naval Dockyard, Halifax, N.S.	Dockyard Trades and Labour Council	1,600	8,000	8,000	Mar. 7 Mar. 15		Protesting wage disparity between East and West coast workers—37¢ per hr. increase the first yr., 37¢ per hr. second yr.; \$520 retroactive pay from Oct. 1, 1970 to Mar. 30, 1971.
The Prestolite Company, Point Edward, Ont.	Auto Workers Locs. 456 & 421 (CLC)	525	9,450	9,450	Mar. 8 —		Wages, fringe benefits—
ELECTRICAL PRODUCTS							
Northern Electric Co. Ltd., London, Ont.	Auto Workers Loc. 27 (CLC)	913	18,260	18,260	Mar. 4 —		Failure to reach agreement—
Construction							
Stearns Rogers Canada Ltd., Highland Valley, B.C.	Various trades' unions	470	710	710	Mar. 2 Mar. 4		"Internal" union matter—Return of most workers on notification from their unions.
Various construction contractors, Sept-Iles, Qué.	Building and Woodworkers' Federation (CNTU)	275	1,100	1,100	Mar. 16 Mar. 22		Non-payment of increases eff. Jan. 1, 1971—Return of workers, payment to be provided immediately.
J. K. Campbell & Associates, Saskatoon, Sask.	Labourers Loc. 890 (AFL-CIO/CLC)	156	230	230	Mar. 22 Mar. 23		Hiring workers from another union by sub-contractor—Agreement signed, employer agreed to hire union workers for general construction work.
Transportation and Utilities							
TRANSPORTATION							
Automotive Transport Labour Relations Association, Province-wide, B.C.	Teamsters various locals (Ind.)	3,500	—	21,000	Feb. 19 Mar. 1		Failure to agree on new contract—Return of workers on provincial government order.
*CP & CN, Province-wide, B.C.	Locomotive Engineers (Ind.)	290	290	290	Mar. 29 Mar. 30		Wages, vacations, statutory holidays, medical coverage, job differentials, other benefits—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, March 1971, (Preliminary)

Industry			Duration in Man-Days		Starting Date	Major Issues
Employer		Workers Involved	March	Accu- mulated	Termination Date	Result
Location	Union					
Service						
EDUCATION						
Various school boards (Rotating), Various locations, Qué.	Various teachers' unions	1,000	1,500	66,060	Jan. 25 —	Reclassification—
Government of Newfoundland, Various locations, Newfoundland.	Newfoundland Teachers' Association	515	11,850	16,480	Feb. 12 —	Wages—
Lambton County Board of Education, Sarnia, Ont.	Public Employees Locs. 1019 & 986 (CLC)	250	5,500	5,500	Mar. 1 —	Wages, contracting out—
University of Quebec, Montreal, Qué.	Public Employees (CLC)	400	400	400	Mar. 17 Mar. 18	Wages in a first agreement—R turn of workers.
Government of British Columbia, Province-wide, B.C.	B.C. Teachers' Federation	22,000	22,000	22,000	Mar. 19 Mar. 19	Pension level of retired teacher union security—Return teachers.
University of Québec, Montreal, Qué.	Public Employees (CLC)	400	800	800	Mar. 30 —	Pension fund, holidays, wo schedules, other matters—
HEALTH AND WELFARE						
Hôpital Laval, Québec, Qué.	Service Employees' Federation (CNTU)	300	2,640	2,640	Mar. 22 —	Working conditions—
PERSONAL SERVICES						
Hamilton Hotel Association, Hamilton, Ont.	Hotel Employees Loc. 197 (AFL-CIO/CLC)	240	1,440	7,200	Feb. 1 Mar. 8	Wages, hours—10¢ an hr. i crease immediately, 15¢ Mar. 1972, 15¢ Mar. 8, 1973.
Public Administration						
PROVINCIAL ADMINISTRATION						
Government of Québec, Province-wide, Qué.	Service Employees' Federation (CNTU)	1,000	23,000	25,000	Feb. 25 —	Wages, security of employment
LOCAL ADMINISTRATION						
Corporation of the City of Halifax, Halifax, N.S.	Public Employees Locs. 108 & 449 (CLC)	403	3,230	3,230	Mar. 18 —	Wages—

*Federal jurisdiction.

July 1971

The Labour Gazette



The provision of day-care centres for children has been strongly recommended in Canada recently by a number of social and political organizations, and the idea has been endorsed by the Royal Commission on the Status of Women. What are other countries doing in this area? The Labour Gazette presents the situation in a dozen European countries. See "Day Care in Europe," by Freda Paltiel, p. 433.





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News briefs

■ The serialized article, "Labour Legislation in 1969-70," which appeared in the December to March issues, inclusive, of *The Labour Gazette* is now available in booklet form under the title, "Developments in the Enactment and Administration of Labour Laws in Canada 1969-1970." The publication, which describes the changes made during the year in labour standards, human rights, workmen's compensation, apprenticeship and tradesmen's qualifications, industrial safety and labour relations laws, is in both English and French. Copies may be obtained free from the Publications Division of the Canada Department of Labour.

Also available from the Division are pamphlets titled "Changes in Workmen's Compensation in Canada, 1970," and "Changes in Labour Relations Legislation in Canada, 1970." These annual supplements update the material in the Department's publications, "Workmen's Compensation in Canada," and "Labour Relations Legislation in Canada," and are available in English and French.

As in past years, copies of reports in the series, "Current Reports on Legislation Affecting Labour Introduced in Parliament and the Provincial Legislatures," may be obtained without charge from the Legislative Research Branch of the Department. These reports, which trace the progress and outline the main provisions of all labour Bills introduced, are issued periodically during the legislative sessions.

■ The Canadian Labour Congress has started a new worker education program in developing countries as part of its international co-operation policy, CLC President Donald MacDonald announced in April. The project, named Human Resources Development Program, includes two major programs in Francophone Africa, one in Anglophone Africa, one in Latin America and one in the Caribbean, as well as a number of smaller courses in these same areas.

This year the proposed seminars will deal mainly with the organization, development and operation of co-operatives. Contents of future courses will be based on proposals from trade union centres in the countries concerned. Mr. MacDonald said he was particularly pleased with the choice of this year's curriculum. "Co-operatives are the ideal way of promoting individual and social development as well as economic progress. They are probably the best approach to helping people help themselves," he said.

The program, valued at \$215,000 for the current year, is financed by the international activities fund of the CLC. Additional funds are being made available by the Canadian International Development Agency under a matching-grant formula. The money will be used to provide everything necessary for the successful completion of the program, including transportation, lodging, tuition and books for the students attending the seminars.

Course leaders will be recruited from among the Canadian labour movement, Canadian colleges and universities as well as from other countries including those where the courses are to be given. Mr. MacDonald described the new program as a major undertaking by the CLC but "by no means the only one." "The CLC has always worked in close co-operation with the International Confederation of Free Trade Unions to help workers in developing countries," he said. "One of our other major projects now nearing completion is the construction of several additions to the Inter-American Institute for Labour Studies in Cuernavaca, Mexico" (LG, April p. 223).

Other CLC activities in the field of international assistance include the granting of scholarships to foreign workers attending the CLC-sponsored Canadian Labour College, and the providing of technical assistance to workers organizations abroad.



The first province-wide strike of teachers in British Columbia was a success, says Jim Killeen, President of the B.C. Teachers' Federation. Almost all of the Federation's 23,000 members participated in a strike during March. "The purpose of the one-day protest was to focus public attention on the plight of the retired teachers," said Mr. Killeen. "I was delighted by the unity shown by the members of our profession . . . teachers showed that they are united in their determination to win respectable pensions for the teachers whose efforts won many of the benefits we now take for granted."

British Columbia's labour force increased by 41,000 or 4.9 per cent in 1970, bringing the total to 877,000, says the annual report of the B.C. Department of Labour. Total labour income increased by 10.1 per cent while average weekly salaries and wages rose by 6.8 per cent in the province during 1970, and hours of work declined slightly. The report states that more than 1.7 million

man-days were lost because of 80 disputes under both provincial and federal jurisdiction. Organized labour grew by 5.9 per cent to a total of 310,220 members. The report notes that, in 1970, 42.7 per cent of all paid workers in B.C. belonged to a labour union, compared with 41.0 per cent in 1960.

The actual unemployment rate averaged 7.6 per cent in B.C. during the year, but employment did increase slightly. There was a decline in employment in the construction, forestry, wood products and paper products industries, but an increase in employment in the minerals industry.

Employment in manufacturing fluctuated. In spite of the Vancouver newspaper strike in February and March, employment in printing and publishing grew as did employment in service industries, transportation, communication and other utilities, and trade and finance industries.

■ The parties to the collective agreement signed March 16, 1971, between the London Sheet Metal Contractors' Association and Local 473 of the Sheet Metal Workers' International Association had spared scant consideration in their negotiations for the broader public interest, said the Prices and Incomes Commission in April after an examination of the factors leading to the settlement. The three-year agreement provided for total hourly compensation of \$8.57 for members of the bargaining unit by April 30, 1973.

In the preface to its report the Commission justified its intervention by the "wide-spread concern about the size and timing of the settlement and its implications for negotiations now in progress in the construction industry in Ontario and in other parts of Canada." The parties to the agreement, the Commission said, were clearly aware that this settlement could set a pattern for other settlements in the construction industry not only throughout the province but across the country. They must also have realized that cost increases to the employers would be passed on to the industry's customers. Where costs could not be passed along to the consumer, reduced activity and employment could occur.

The new three-year contract, effective May 1, 1971, gives \$5.80 an hour in wages, 46 cents vacation pay and 50 cents for welfare, pension and health plans, for a total of \$6.76. In six months, the hourly wage will rise to \$6.40 and vacation pay will increase to 51 cents an hour. The total hourly compensation will then be \$7.41. On May 1, 1972, the hourly wage rate will become \$7.40 an hour, and vacation pay will rise to 9 per cent or 67 cents an hour. From this date to the end of the contract on April 30, 1973 the total hourly compensation will be \$8.57. Thus, the workers will be receiving an annual compound increase of 18.2 per cent. In justifying their positions, both labour and management acknowledged that existing London wage rates in the trade were lower than in several other major centres in the same area.

"Employer associations and unions in various sectors of the construction industry in Ontario have been endeavoring," the Commission wrote, "to develop a more rational bargaining system. Time, however, is running out. The present deficiencies in the system are threatening to inflict further serious damage on the economy as a whole at a time when unemployment is already high and when a renewed worsening of inflation would greatly complicate efforts to expand job opportunities."

"In the Commission's view there are only two alternatives if this threat is to be averted. The construction associations and unions must take immediate and decisive action to bring increases in incomes in the industry more in line with what the economy can support. Failing such action, governments will have to find a prompt and effective way of intervening to ensure that the public interest is protected."

■ The program under which seasonal workers from the Caribbean will again assist Ontario farmers in the growing, harvesting and canning of the 1971 fruit and vegetable crops is obviously misunderstood in some quarters, said Otto Lang, Minister of Manpower and Immigration in a statement issued in April.

Explained Mr. Lang: "The program, in effect since 1961, is conducted with the co-operation of the governments of Jamaica, Trinidad and Tobago, and Barbados to overcome shortages of Canadian workers during peak harvest periods. It should be noted particularly that this is not 'cheap labour'. The farmers pay at least going wages, plus the cost of transportation. The Ontario Fruit and Vegetable Growers Association completed a study this winter on the availability of domestic seasonal labour, including university and high school students, housewives and others. The results of this study were reviewed by members of the Standing Committee on Agriculture of the House of Commons."

"The growers stated that, although domestic labour is preferred, during certain periods of the year, and in particular areas of Canada, a small core of imported skills is required—mainly at the beginning of the harvesting season and during September and October when Canadian students are not available. I discussed this problem with the Association, and I am convinced that a small core of imported labour is important to their farming operations. In 1970, 1,279 workers from the Caribbean—representing only five per cent of the total number of workers placed by Canada Manpower Centres in the Ontario harvest—were employed in Ontario . . ." The terms and conditions for the program remain the same as those for last year. Starting May 1 and extending to November 15, workers may be employed for a minimum of six weeks and up to the duration of the program. Employers pay return fare and provide accommodation and meals, for which workers may be charged \$1.70 per day. Workers must be paid

wage rate equal to at least \$1.65 per hour, or at the prevailing hourly or piece-work rate, whichever is the greater, as in the 1970 season. The Department of Manpower and Immigration will complete the necessary arrangements with participating Caribbean governments, and will arrange for recruitment of workers for employers who provide one month's notice of their requirements to their local Canada Manpower Centre.

The executive board of the United Steelworkers of America announced in April that it has approved a plan to merge with District 50, International Union of Allied and Technical Workers of the United States and Canada. District 50 has 11,316 members in Canada; the USW has 150,000. Such a merger, which will go before District 50 at its Washington convention in August, would make the USW one of the largest industrial unions in the world, with a membership of 1.5 million.

Canada's three major auto companies have signed new contracts with the United Auto Workers. All contracts are for more than 30 months, and they call for early retirement for all factory workers after 30 years service.

The General Motors contract was settled in December 1970 after a 94-day strike. The U.S. contract was settled earlier, after a 67-day strike. The Canadian contract provides for several raises including wage parity adjustments bringing hourly rates in November 1972 to: \$4.22, sweeper rate; \$4.51, assembler rate, and \$5.97, tool and die maker rate. The contract includes a cost of living allowance and a 10-day vacation from the day before Christmas through New Year's Day. The company pension plan now will allow employees who have 30 years service at age 50 to retire with monthly benefits of up to \$457.50.

The contract at Ford of Canada was agreed to in January after a 6-day strike. Hourly rates in November 1972 will be: \$4.26, janitor rate; \$4.51, assembler rate; and \$5.96 tool and die maker rate. The contract includes a cost of living allowance and the 10-day Christmas holiday. The pension plan will allow early retirement after 30 years service. Ford's office workers, represented also by the United Auto Workers, signed a new 34-month agreement. Effective December 1972, salaries will be: \$681.71 for Class I, including mailboys; \$852.12 for Class 8 (the majority of employees); and \$1,050.63 for Class 11, including senior data control analysts. The office employees will be eligible also for the 10-day Christmas vacation.



Chrysler's factory employees settled their new contract at the post-conciliation bargaining stage. Effective November 1972, rates will be: \$4.22, sweeper rate; \$4.48, assembler rate; and \$5.97, tool and die maker rate. The agreement includes a cost of living allowance, the 10-day Christmas vacation and early retirement after 30 years service. Chrysler's office and clerical employees settled a new contract in February after a work stoppage of several hours. Effective November 1972, salaries for Class I, the standard minimum, will be \$145.80 a week; and the maximum for Class 8, the majority of employees, will be \$256.32.

■ **"The profit margin of manufacturers last year was the lowest on record," A.G.W. Sinclair, President of the Canadian Manufacturers' Association, said at Toronto in April.** Mr. Sinclair was commenting on data from the Dominion Bureau of Statistics that indicated a 24 per cent decline in the after-tax profits of manufacturing corporations during 1970.

"For each dollar of sales, the after-tax profit was only three cents in 1970," he noted. "The lowest recorded margin previously was 3.1 cents in 1961 . . . The purchasing power of the dollar declined by some 33 per cent between 1962 and 1970. In real terms, therefore, manufacturers' profits last year were substantially lower than eight years ago. Although 1970 was a year of exceptionally severe profit squeeze," Sinclair added, "profit margins have been notably low, fluctuating around four per cent since 1967. Given such returns year after year, it is obvious that industry's ability to generate internal funds for expansion is severely limited, as is its capacity to provide the new job opportunities so sorely needed. This performance makes it abundantly clear that the nation's chief provider of productive jobs must now have the tax relief which we have sought so long."

"It is no answer to say that significant tax reductions would be inflationary," Sinclair said in conclusion. "They need not be and would not be, if matched by a compensatory reduction in the spending of Ottawa and the provinces."

■ **The Canadian Construction Association has established a research and development foundation that it hopes will contribute to increased effectiveness and productivity in Canada's construction industry.** Mark Stein was elected Chairman of the foundation's 24-man Board of Directors. He is a past-president of the CCA and is president of Magil Construction Ltd., Montreal. A. W. Cluff was elected Vice-Chairman. He is principal of the architectural firm of A. W. Cluff & P. J. Cluff, Toronto.

In the discussion leading to the establishment of the National Construction Industry Development Foundation Inc., says Chairman Stein, "it was recognized that there were major areas in which insufficient attention had been devoted to research and development work in the construction industry. These include construction economics and statistics, labour-management relations, training and education, technological developments and management skills. Inasmuch as the industry is comprised of many thousands of firms of which only rarely

does one have more than one per cent of the total construction market, the work will best be done collectively. Concerted action is badly needed." A Canadian Government grant of \$50,000 was presented in March to the Foundation by Jean-Luc Pépin, Minister of Industry, Trade and Commerce.

■ **Ernest Clarke, Secretary of the Edmonton Building and Construction Trades Council, is the 1971 recipient of the first of four annual Alberta Government Scholarships to the Labour College of Canada.** He was presented with the award, a cheque for \$1,500, by Alberta Minister of Labour, Raymond Reiersen. The scholarship is part of the Commemorative Scholarship Fund announced last year by Mr. Reiersen during opening ceremonies of the Biennial Canadian Labour Congress Convention held in Edmonton in 1970.

In extending congratulations to Mr. Clarke, the Labour Minister reaffirmed the Government's confidence in the work of the College. He cited its expanded role and its important responsibilities in the development of trade union leadership in Canada. Mr. Clarke is a member and former Business Agent of the Plumbers and Pipefitters Union, Local 488.

Three new Labour College of Canada scholarships valued at \$1,500 each, are being awarded by Carling Breweries Limited. The scholarships will be on an annual basis, and selection of the successful candidates will be made by the College, with special consideration being given to employees of Carling Breweries. Joe Morris, Chairman of the college's Board of Governors, said that the scholarships were further evidence of the co-operation of organized labour and management in providing new educational opportunities for employees. "Our experience with the Labour College has already proven the value of advanced training for union leadership," he said, "and it is very encouraging to find a company such as Carling giving assistance in this program."

■ **Donat Quimper, Assistant Chief Justice of the Québec Labour Court, died in April at 56.** Mr. Quimper had been Québec's Deputy Minister of Labour and Manpower from 1966 until 1969, when he was named to the court (LG 1969, p. 639). He had been with the Department for 25 years as a conciliator, director of conciliation and arbitration, and then as deputy minister.

labour relations around the world

The International Confederation of Free Trade Unions sponsored trade union training courses in five African countries recently. The courses were taught in Nigeria, Malawi, Kenya, Dahomey, and the Ivory Coast. Subjects taught were trade unions and their functions, trade union structure, union dues, collective agreements, trade union representation in companies, functions of shop steward, social legislation, and the role of trade unions in economic and social development.

The first four of 18 craft disputes boards have been established under President Nixon's executive order providing for the stabilization of wages and prices in the construction industry. The four set up by labour and management are: the Piping Industry Wage Stabilization Board; the Council on Industry Relations for the Electrical Contracting Industry; the Labour Relations Adjustment Board for sheet metal and air conditioning industries; and the Masonry Industry Crafts Disputes Board.

These boards will review increases provided in collective agreements, and if they find an unacceptable settlement, the Construction Industry Stabilization Committee will be notified. This Committee has 12 members, four each from labour, management and government. If the settlement violates criteria set up for acceptable increases, the offender will be publicly named, and there is a provision that government agencies take a second look at government construction contracts in the offending area. Although the provisions of the Davis-Bacon Act on construction wages (LG, May, p. 296) are restored under the same executive order, they can be again suspended if the situation warrants.

Japanese trade unions represent 35.4 per cent of all employees in Japan, says the 1970 survey of trade union membership. Total membership is 11,605,000, an increase of 3.2 per cent over 1969. The largest growth in the year took place in the wholesale and retail trades, and the next highest was in the construction industry.

The worry that a million persons in Britain could be jobless by Christmas was strengthened by April unemployment figures, said to be the worst in 31 years. The Department of Employment announced that almost 815,000 people were out of work in April, an increase of more than 21,000 over March. To make matters worse, the increase came in a period when unemployment figures are usually lower. Government sources blamed a 50 per cent rise in company layoffs last year for the increase. They said that companies were cutting back on staff to meet high wage bills now being negotiated.

Former Labour Party Employment Minister Barbara Castle said that "it is time the Government stopped blaming the unions for all the troubles, faced up to their responsibilities, and got together with the trade unions to work out a solution."

Of the nearly 815,000 out of work, 774,533, or 3.4 per cent of the total workforce, were in England, Scotland and Wales. In Northern Ireland, 39,656, or 7.7 per cent of the workforce, were unemployed.

Victor Feather, General Secretary of the Trades Union Congress, said that present unemployment represents a loss of \$1.92 billion a year for the economy, but that the problem was not high wages but lack of growth. He said that continental Europe also was suffering from wage inflation, but was able to counter it with a growth rate of five per cent, whereas Britain's rate stayed at two per cent. The total unemployment figure was the worst for April since 1940, and the highest recorded since February 1963, when 878,000 were unemployed.

George Woodcock, former General Secretary of the Trades Union Congress has resigned as Chairman of Britain's Commission on Industrial Relations. The two other labour members of the Commission resigned earlier, after the introduction of the industrial relations bill (LG, Feb., p. 82) by the Conservative Government. The six-member Commission is now reduced to only two members, both from industry. The other member, a university professor, resigned because of ill health.

President Nixon has signed into law a 10 per cent increase in U.S. Social Security payments. The law is retroactive to January 1. Minimum monthly benefits have been increased from \$64 a month for individuals to \$70.40, and from \$96 to \$105.60 for couples. The maximum has been raised from \$193.70 to \$213.10 for individuals, and from \$376 to \$413.71 for couples.

■ The year 1970 saw breakthroughs in labour legislation in many states of the United States. Among the outstanding events in wage legislation was Georgia's first minimum wage law. The minimum was set at \$1.25 an hour and was to apply to employers with annual sales of \$40,000 or more, and with six employees or more. Agricultural and domestic workers, students, tipped employees, news carriers, and federally covered workers were not included. New York became the first major state with a broad-coverage law to increase its minimum rate substantially above the federal rate of \$1.60. On July 1, 1970 the New York rate rose to \$1.85; and the law included a built-in escalator clause to match advances in the federal minimum up to \$2 an hour. In California, meanwhile, the electorate voted to amend minimum wage laws to allow a minimum rate to be passed for men. Previously only "women and minors" had been covered.

Spurred on by the July 1, 1970 enactment of the federal wage garnishment law, 22 states passed amendments to safeguard greater portions of earnings from garnishment. The federal law had provided for exemptions of garnishments issued under the laws of any state if the Secretary of Labour determined that the state law provided restrictions "substantially similar" to the federal formula. By November 1970, nine states had filed applications for exemption.

The territory of Guam joined 40 states already requiring the payment of prevailing wages under contracts for public works construction. The federal Davis-Bacon Act had not been applicable to the Territory, and certain wage inequities in its wage structure had arisen as a result. Among other firsts in wage legislation were an equal-pay law in Kansas for men and women in both private and public employment. California also passed an amendment allowing monthly rather than bi-monthly wage payments to executives and professional employees.

Hawaii and Pennsylvania pioneered legislation in the field of industrial relations. Both states adopted comprehensive labour relations acts for state and local employees, and legalized use of the strike after prescribed dispute settlement procedures are exhausted. Public safety and health must not be endangered, however. Hawaii's broad-coverage law creates a full-time Public Employment Relations Board that will act to resolve disputes, determine limitations on strikes, certify repre-

sentatives, and enforce a code concerning unfair practices by management and labour. In Pennsylvania, the existing Labour Relations Board will administer the act. The legality of a strike will, however, be determined by the courts.

Perhaps the most significant legislative action in the area of workmen's compensation was the adoption by Iowa of a "flexible maximum" in weekly benefits. Maximum benefits were increased to 56 per cent of the state average wage for permanent disability or death, and to 50 per cent of the average wage for temporary disability.

Eleven states now have some variation of this percentage formula, rather than a statutory dollar maximum. Perhaps indicating a trend, four states passed legislation affecting compensation claims. New York requires payment of benefits during an employer's appeal from an award of the Workmen's Compensation Board. South Dakota now requires an insurer to deny a claim within 30 days of the Board's receipt of an accident report if the insurer's intent is to deny liability. Vermont has provided for the payment of interest and attorneys' fees in successful court appeals. Maine has established a re-insurance program to avoid excessive delay in the payment of workmen's compensation and other specific claims because of an insurer's insolvency.

■ An international team of specialists in economic and employment development has begun work in Colombia on the invitation of the Government of Ceylon. Sponsored by the International Labour Organization in cooperation with other international agencies, the team will prepare a report for the ILO and the national authorities on a broad strategy to expand employment. In keeping with the tripartite nature of the ILO, the mission will take into full consideration the views of workers' and employers' organizations as well as those of the government.

The special mission, the first of its kind in Asia, is part of the ILO's World Employment Program. The mission is patterned after one that visited Colombia last year and produced an extensive report and recommendations to assist the Colombian Government in implementing measures to meet its unemployment problems.

The first self-service employment office in Scotland was opened by the British Department of Employment and Productivity at Paisley in March. Callers are invited to browse among the vacancies that are displayed on special racks and select for themselves any opportunities at they might be interested in. There are no forms to fill in and no formalities of any kind. All that is necessary is to ask the receptionist to ensure that the vacancy has not just been filled, and to fix an appointment with the prospective employer. The advantage of this system to the worker is that he has an opportunity to compare the attractions of one vacancy with another, and he has a much wider choice of jobs put before him.

The employer benefits by getting vacancies filled much more quickly, owing to their being put on display at the employment office within minutes of being received. The long procedure of registering a job seeker, listing his qualifications and writing down full details of previous experience is also avoided, for it is now necessary to complete a detailed registration only if a man is claiming unemployment benefit. There are several of these self-service centres in other parts of Britain. Sweden began experimenting with them two years ago.

■ The Government of Japan has introduced legislation that would establish a system of "assets acquisition" for workers. The legislation aims at encouraging workers to build their own savings. Employers will deduct certain amounts from monthly wages, and deposit the money in designated financial institutions. The employees' savings will be tax free and will be made available through the Employment Promotion Projects Corporation for financing the construction of houses and apartments.

■ Many states in the U.S. are experiencing difficulties with their unemployment compensation systems, which are jointly funded by federal and state Governments. A total of 16 states have fallen below the minimum adequate reserve level of one and a half times the highest 12-month cost level of the unemployment insurance rolls. They are Michigan, Illinois, Maine, Minnesota, New Jersey, Montana, Delaware, Connecticut, Ohio, Oregon, Pennsylvania, California, Arkansas, Alaska, Nevada and Oklahoma. A number of other states are approaching this minimum level, the U.S. Department of Labour reports.

Book reviews

Long-run Changes in the Labour Share of National Income in Canada, 1926-1966, by Pradeep Kumar, Industrial Relations Centre, Queen's University, Kingston, Ontario; Research Series No. 16, 49 pages, \$4.00 paper.

The labour share of domestic income in Canada, after various adjustments are made, was nearly constant between 1926 and 1966, concludes Mr. Kumar. "The inter-industry shifts and the decline in the relative importance of unincorporated income appear to be the main forces underlying the stability of the aggregate labour share," he explains.

In his study, Kumar divides unincorporated business income into labour income and non-labour income in order to examine the impact of such a division on the stability of the labour share. And he analyzes inter-industry shifts in income to determine their influence on the change in the labour share. "If supplementary labour income were excluded from the labour income," he states, "the labour share in non-farm, private domestic income (excluding agriculture and government) showed an increase of only 5 per cent over the period 1926-1930 to 1961-1965."

Hours of Work in Canada, Canada Department of Labour, 85 pages, no charge.

This comprehensive historical study consists of 50 tables of statistics on standard weekly hours of work and hours paid for. Much of the information dates from the end of World War II, but some goes back to 1938. The tables bring together, in one place, detailed statistics containing annual averages classified by industry and province, based on data collected by the Department and the Dominion Bureau of Statistics. The tables are available from the Inquiries Section, Economics and Research Branch, Canada Department of Labour, 340 Laurier Ave. W., Ottawa, K1A 0J4.

Studies of the Task Force on Labour Relations, Information Canada.

Another four studies that were provided under contract from the Prime Minister's Task Force on Labour Relations have been published. All 23 of the studies have now been published. Titles and prices for the first 19 appeared in the February (LG, Feb., p. 83) and April (LG, April, p. 264) issues of *The Labour Gazette*. Studies written in English have French résumés, and vice versa. The latest are: No. 20—Labour-Management Relations in the Railway Industry, by Dr. S. G. Peitchinis, University of Calgary, 399 pages, \$4.00; No. 21—Collective Bargaining by Canadian Public School Teachers, by J. D. Muir, University of Alberta, 382 pages, \$4.00; No. 22—Times of Trouble: Labour Unrest and Industrial Conflict in Canada, 1900-66, by S. M. Jamieson, University of British Columbia, 542 pages, \$5.50; and No. 23—Les Critères des conflits créant une situation d'urgence, by Pierre Verge, Université Laval, 252 pages, \$2.75. The studies are available from the Publishing Division, Information Canada, Ottawa, or from Information Canada bookshops.

Training the Poor: a benefit-costs analysis of manpower programs in the U.S. antipoverty program, by D. O. Sewell, Industrial Relations Centre, Queen's University, Kingston, Ont.; Research Series No. 12, 170 pages; \$7.00 cloth, \$5.00 paper.

Cost-benefit analyses have increasingly been used to evaluate investments in human capital and programs in the manpower field. Prof. Sewell examines one area of this field—training the poor under the U.S. anti-poverty program.

Flexibility of Retirement Age, by the Organisation for Economic Co-operation and Development, Paris (available in Canada from Information Canada bookshops), 224 pages, \$4.50.

A general survey of the OECD's 15 members is accompanied by three more exhaustive studies of the situation for older workers in Germany, France and Britain. This study examines private and public pension schemes to see what obstacles they put in the way of pensioners who wish to continue working.

Re-entry of Women to the Labour Market after an Interruption in Employment, by B. N. Seear, Organisation for Economic Co-operation and Development, Paris (available in Canada from Information Canada bookshops), 135 pages, \$3.00.

No. 7 in a series on the employment of special groups, this study reviews the psychological and economic reasons that force women to work, and it reviews the training and retraining programs available to women in a number of countries—including Canada—to help these women update their skills or learn a new occupation. It analyzes the programs and teaching methods and evaluates the results.

50 years ago

apprenticeship in Canada, the high price of coal in British Columbia, summer schools for industrial workers, the decision of the National Council of Women to further the "Buy in Canada" movement, and the proceedings of the 41st annual convention of the American Federation of Labour were some of the topics reported in The Labour Gazette of July 1921.

■ The manager of an Ontario factory employing a number of highly skilled trades was quoted as saying that "factories do not teach trades any more." Indeed the old methods of systematic training of indentured apprentices were discontinued in many industrial trades. Very little remained of the social importance enjoyed by apprentices for centuries under the guilds. In their place, the function of technical or vocational schools was recognized in some trade agreements as a method of securing efficient apprentices. Such institutions for technical training, however, did not fulfil all the hopes of organized labour for control of some types of apprenticeship that would preserve craft traditions. Members of labour organizations sought to recover at least partial control and responsibility for the welfare of young workers. Consequently apprenticeship clauses were in-

cluded in industrial agreements and in the constitutions of International Unions. For example, the term of apprenticeship of a sheet-metal worker was four years under a mechanic; the apprentice was to be under the age of 20; he had to hold a union card renewable yearly; he had to take a course in sheet-metal drafting during the third year; and he was to receive a wage increase every six months.

■ The Government Inquiry into the Cost, Production and Sale of Coal in British Columbia found that the high wages paid to labour and management were not blamed for the high prices charged by retailers for coal. Alexander Henderson, as Commissioner under the Public Inquiries Act, found that the evidence brought before the Commission showed very clearly a combine among many dealers in Vancouver to fix the price of coal. The Commissioner recommended that dealers should be required to make returns showing capital engaged, coal handled, operating costs, sales realizations and profits received. These returns were to be uniform, and subject to government audit and examination. Combines that kept up the price of coal were to be dissolved, and the offenders prosecuted.

■ Summer schools for industrial workers were established in Great Britain, the United States, Belgium and Canada to enable industrial workers to secure a broader education than might otherwise be possible. These summer schools combined, to some extent, the idea of study and of recreation, and were designed to meet the needs of workers who desired to increase their knowledge of broad industrial problems and in the more general field of education, and who also needed some form of vacation, but could not afford time for both "at the expense of their pay envelope."

In the United States, the director of Bryn Mawr College loaned the college for a "summer school for women workers in industry." Women workers were defined as those working with the tools of their trade, and not in a supervisory capacity. Students enjoyed the same amenities as Bryn Mawr undergraduates.

At the annual meeting at Calgary of the National Council of Women it was announced that a national bureau of information on Canadian manufacturers would be established at Ottawa for the purpose of furthering the "Buy in Canada" movement. Under the direction of Mrs. J.



C. Sears, the bureau was to study prices and compare articles manufactured in Canada, and to serve as a channel between the manufacturer and buyer. The plan had the general approval of the Minister of Finance and the Canadian Manufacturers' Association.

■ **The 41st annual convention of the American Federation of Labour, held between June 13 and 25 at Denver, Colo., was concerned with such issues as equal rights for women, education, disarmament, unemployment and the "open shop" movement.** The Federation recommended a shorter working day as a means of relieving unemployment, but rejected a resolution favouring unemployment insurance.

A motion to amend the constitution of the Federation by denying the right of any union to limit membership on the ground of sex was rejected. Support was voted for the Sheppard-Towner Maternity Bill introduced in Congress to promote the welfare of mother and child during the period of confinement. The Convention approved the appointment of a permanent committee on education, and recommended a careful review of school textbooks.

Reference was made to the open shop campaign carried on by reactionary employers as a campaign distinctly and solely against union workmen. It was reported that "as a factor in the industrial life of both Canada and the United States, the One Big Union has practically ceased to exist."

The convention declared its opposition to the alienation of any natural resources still in public ownership, and demanded legislation providing for strict federal control of the production and distribution of privately owned natural resources.

A resolution passed on the subject of disarmament declared that the convention was opposed to militarism or a large standing army; and that "the working people of the masses of the world population, can end wars if they but have the independence to think and give their convictions reality by daring to do so."

Day care in Europe

Freda Paltiel is attached to the Privy Council Office as co-ordinator of the federal Government's examination of the report of the Royal Commission on the Status of Women in Canada. She spent most of 1970 in Europe studying employed women with family responsibilities and was seconded to the Privy Council Office from the National Health and Welfare Department where she had been working for four years. Mrs. Paltiel has a B.A., an M.A., and an M.P.H.

by Freda L. Paltiel

In our concern for the development of appropriate and sufficient day-care facilities for children in Canada, many assumptions are made about the organization and extent of day-care provision elsewhere—particularly in Britain and the Scandinavian countries.

What follows here has been extracted from **Women with Family Responsibilities: Their Attachment to the Labour Force**, a study I made in Europe from July 1969 to July 1970 on a grant from the Canada Council, while I was on leave from the Department of National Health and Welfare.

One of the main purposes of the study was to examine policies and practices affecting working women with family responsibilities, and the provision of services that assist in rationalizing and harmonizing women's two roles—at home and at work. The countries observed were Britain, Holland, Belgium, Switzerland, Sweden, Denmark, Finland and Norway. Data pertaining to other European countries are from published sources.

By exploring and setting out some of the facts regarding the "state of the art" in these countries, I have sought to contribute to Canadian perspective in the formulation of social policies affecting day care. With this in view, the emphasis has been laid not only on numbers, but on prevailing concepts of day care that affect policies and provisions. One persistent issue is the alleged dichotomy between day care and nursery education, which, despite long-standing rejection by the avant-garde thinkers in early childhood education, prevails as a stumbling block to the national organization of services.

"Day care" has been defined by the United Nations (1956) as "an organized service for the care of children away from their own homes during some part of the day, when circumstances call for normal care in the home to be supplemented." One paper prepared for the World Health Organization refers to this definition, and proceeds to give it a much narrower interpretation—i.e., "an institution for healthy children who cannot be cared for in their homes during a substantial part of the day." Moreover, its author excludes those services giving day care, with education as the primary aim (underlying ours).

The Report of the Royal Commission on the Status of Women in Canada (LG, March, p. 164) strongly endorses day care as an essential community service (pp. 264-275). Nevertheless, in the "Minority Report" (pp. 444-446) and "Separate Statements" (pp. 424-425), there is evidence of lack of agreement about definition, purpose and auspices.

A universal concept of day care as a supplement to family care is nevertheless emerging, and it may be said to embrace such diverse institutions and programs as day-care centres, day nurseries, garderie, crèches, day homes, nursery schools, after-school and leisure home programs, and even headstart or kindergarten programs. In Europe, as well as in North America, day-care centres with mixed programs serving several age groups in a given day are becoming more common. By implication, a service to children viewed as supplemental to family care must include attention to physical and social development, and intellectual development, as well as affective needs. Consequently the preservation of family unity has been called day care's "most celebrated contribution."

A number of studies and reviews of the subject have been undertaken by international agencies in the past 15 years. The comprehensive UN review of 1956 found wide variations in the nature and quality of programs, personnel, facilities and standards, as well as lack of recognition of the need for trained staff, particularly in those centres that consider their function chiefly as custodial and protective. In 1958 the ILO published the results of its survey, which dealt mainly with legislation. Compared with the findings of a study it had made 10 years earlier, the ILO found a marked improvement in facilities, with the major expansion occurring in France, Poland, the USSR and, surprisingly, the USA. The report called for increased flexibility in hours, and wider distribution of facilities. The International Children's Centre, in Paris, organized a seminar on "crèches" in 1960, concentrating on the health and development of the children, personnel qualifications, facilities and equipment. In 1962, the "Care of Well Children in Day-Care Centres and Institutions" was the subject of a joint UN/WHO expert committee, with the participation of FAO, ILO and UNICEF. Two years later, revised versions of the papers submitted to this committee were published by WHO. The preface to this publication states the case clearly:

"Day-care centres are not, or should not be, places where untrained persons merely see that the children are fed and do not get into trouble while their mothers are not there to care for them. The early years of life are the most formative, and the view is widely held that poor care at that time may leave lasting physical and mental



traces, potential handicaps to the child for the rest of his life. There is controversy on whether even the best day-care centres can adequately replace home life and maternal affection. There is none on the necessity that day-care centres—if day-care centres there must be (and it is difficult to see how in the modern world they can be dispensed with)—should be properly staffed with well-trained personnel and fully equipped, so that not only are the children physically well cared for, but their minds are also fully exercised and in no danger of being warped by their stay in them."

In 1968 the OECD sponsored a trade union seminar on the employment of women, to which Maria Gutberger of Austria reported on the developments of day care in Europe. In the same year, the UN Division of Social Affairs organized an expert group in social policies and programs to meet the needs of working mothers at a meeting which took place in Liblice, Czechoslovakia. In the summary of conclusions prepared by Viola Klein we learn that facilities for the care of children are inadequate in all countries—the reasons being economic and political as well as ideological. Nevertheless, by piecing together the reports of the OECD seminar and the UN expert group meeting, the following picture of day care in Europe emerges.



In some European countries—Sweden, Norway and Belgium are examples—institutions to which children could be taken while the mother was at work existed 100 years ago. In Eastern Europe the building and operation of day nurseries are considered an essential component of labour and social policy. Thus Poland in 1958 estimated that 70-80 places were required for every 10,000 inhabitants. In 1966, there were 59,000 places available in crèches and 476,000 in kindergartens. In Czechoslovakia, in 1963, there were 55,000 places available in crèches and 317,000 in nursery schools. In the USSR, in 1965, there was accommodation in crèches for 2.5 million, and in kindergarten for 5.3 million children.

In Italy, a government decree prescribes that any firm employing at least 30 married women of child-bearing age must set up a day nursery with suitable technical and sanitary equipment where children can be supervised during their mothers working hours. Babies and tiny tots may be admitted, according to the labour inspectorate. An employer who contributes to the installation and the running of nursery homes, supervised by qualified personnel, may be exempt from constructing a nursery home on his premises, provided that his female employees are able to use the nursery home to

which he contributes. Children between the ages of 3 and 6 are admitted to nursery schools. These are conceived as a complement to their family upbringing. They are organized and operated by about 6,000 local councils, over 4,000 religious corporations and more than 8,000 private organizations. The nursery schools are supervised by the school and health authorities. During the 1965-66 school year the attendance of approximately 120,000 children was recorded, with over half of them receiving school lunches.

According to the Austrian census of 1961, out of a total of 624,000 children of working mothers, there were 1,000 in crèches, 2,000 in toddlers centres, 15,000 in play centres and 84,000 in nursery schools. The municipality of Vienna has 740 nursery groups, caring for approximately 20,500 children.

In France, in accordance with the Act on the Protection of Mother and Child of November 2, 1945, the Ministry for Social Affairs has jurisdiction for a number of care institutions. These include day and night crèches for children of up to three years of age who are not living with their families, and for whom no other family can be found—mainly the retarded and “socially difficult”. There is another category of crèche open during the daytime working hours of the mother. These are for normal children up to the age of three. At present, there are four crèches per 10,000 inhabitants, or three crèches for every 1,000 employed mothers. There are additional kindergartens and day nurseries for normal children between the ages of 3 and 6, and child “depots” where children may remain occasionally for a short time. Another group of institutions under the jurisdiction of the Ministry for Education, includes preschools and nursery classes belonging to the system of primary schools as well as departments for infants in primary school classes. Approximately two million children are enrolled in this comprehensive program.

The earliest known day nursery was founded in 1872 in the Jordaan district of Amsterdam for the children of the labouring class. In 1927 the Central Association for Day Nurseries in The Netherlands was established. Since 1965 this Association has been subsidized by the Government. It now has 16 members representing 33 day nurseries and five play centres or nursery schools.

In 1968 there were 26 day nurseries receiving grants-in-aid from the communes in The Netherlands: eight in Amsterdam, four in Rotterdam, four in The Hague and the others in smaller municipalities having one or two each. No figures are available on the number of wholly privately operated and financed day nurseries.



A recent study of day-care facilities in Amsterdam states that, until not so very long ago, there was a great silence about the existence of day nurseries. Today, however, these organizations are arousing greater interest than ever before despite the fact that day nurseries seldom publicize their services because there are long waiting lists, and because working mothers are no longer considered "bad" or "degenerate" when compared with the "good mother" who stays home with her children.

Until recently, day nurseries were considered a necessary aid for the care of underprivileged children whose mothers were obliged to go to work for financial reasons—mainly unmarried mothers, divorced women, and married women whose husbands' incomes were insufficient for family needs. We must remember too that, during the Depression of the 1930s, marriage was considered grounds for dismissal of women from employment.

No municipalities in The Netherlands operate a day nursery. Non-denominational institutions are aided financially by the authorities. A number of denominational institutions, as well as an unknown number of private institutions, receive some government aid. There are also day nurseries, owned and operated by non-profit-making associations or trusts. The latter are affiliated with the Central Association for Day Nurseries. There are several factories in The Netherlands that operate day nurseries on their own initiative for the benefit of their women employees.

Up to January 1, 1965 the grants-in-aid to day nurseries were based on the Poor Law, and about 80 per cent of the grant was recoverable from the State under the Financial Apportionment Act of 1960. Under the National Assistance Act (1965), grants could no longer be made to the Association or trust concerned, but had to be made to the interested person. To spare parents the embarrassment of going to the authority administering the National Assistance Act, application for assistance may be made on the parents' behalf by the Association operating the nursery, on a specialized form signed by the parents and authorizing that the money be paid directly to the nursery.

The aforementioned Amsterdam study analyzed the adequacy of day nurseries from the point of view of physical facilities, personnel, costs, age groups served and the socio-economic conditions of the families concerned. The eight-day nurseries cater to about 642 children. At the time of the study, there was a combined waiting list of 390 children, and some nurseries had waiting lists that exceeded the number of children they could accommodate. The study reveals that admission policies are clearly based on hardship, as will be seen from the accompanying table. It was estimated that 563 children or 88 per cent were admitted out of distress.

Parents' contributions for full-day care range from f1.30 (38 cents) to f8.50 (\$2.45) a day, based on the income of both parents and their general financial situation including indebtedness. The full cost of day care is f12 (\$3.50), so all children are subsidized. The investigator found that 250 parents earned less than the "social minimum" of f142 (\$41) per week, and concluded that these were probably single mothers. The contributions from parents represent about 34 per cent of the income of day nurseries; the contributions of authorities by way of Assistance Law comprise about 66 per cent.

There is as yet no training course in The Netherlands for personnel in day nurseries. The Central Association for Day Nurseries hopes that, with the raising of school-leaving age, domestic science schools will provide a special course for this purpose. In the Amsterdam study cited above, eight directors of nursery schools had been trained in child protection, and three of the assistant directors were trained nurses. Most of the group leaders—there are usually 13 children to a group—also had some type of “child protection certificate,” and had received training considered by some more appropriate for child welfare or probation officers than for nursery care.

In addition to their concern about the qualifications of personnel, the Central Association has established norms and standards for such things as play equipment, nutrition, and medical and social services.

Criteria	No. of Children
Children of unwed mothers	133
Children of mothers who work out of financial need, including wives of students	190
Children of divorced mothers	156
Children of women who work by preference	68
Children of mothers who find it too noisy to have the children at home all day	9
Children of mothers who are ill, with a small home or other social circumstances	86
Total	642

The Dutch Trade Unions have become interested in the problem of day nurseries for children of working mothers. And the new militant organization of young couples—the Man-Woman Society, which is being watched with interest by the Family Division of the Ministry of Cultural Affairs, Recreation and Social Welfare—is demanding more support by the central Government for expanding and improving day-centre services as a necessary step in the promotion of equality between the sexes.

The Advisory Social and Economic Council—in its recommendation to the Government in December 1966 on the “Employment of Women in the Netherlands in the Context of the Labour Situation and the Labour Market Policy to be Pursued”—took the position that, in view of the notions prevailing in The Netherlands regarding the satisfactory fulfilment of a housewife’s responsibilities, it saw no reason to recommend general measures related to women and small children or young children attending school. The Council did, however, indicate the desirability of providing day nurseries, “possibly on kindergarten lines,” for the children of certain categories of women needing socio-pedagogic assistance.



The number of day-care centres in Belgium according to a 1967 EEC Report is estimated at 190, including 70 crèches and 120 pre-nursery school sections in certain schools for infants up to three years of age.

For the three-to-six-year-olds, although attendance at nursery school is not compulsory, more than 90 per cent of all children in that age group are enrolled, and pre-school education is free of charge. In the school year 1964-65, there were 442,537 children in attendance. The nursery schools have been planned to assist the child in making a smooth transition from home to school striving, via a program that balances stimulation and discipline in a series of steps directed toward integrated personal and social development. These "maternelles," as the schools are called, are considered observation centres of child development, and careful records are maintained on the progress of each child. School physicians visit on a monthly basis for screening and health supervision.

The nursery schools are generally attached to primary schools, and divided into three sections for toddlers, intermediates and "seniors." Children attend for three hours in the morning and two in the afternoon. The city of Brussels has an active day-care program, and during the summer months of 1970, large notices were on view in many public places, advising parents about services for children aged three or more in programs organized on a district or neighbourhood basis throughout the city.

Nevertheless, for young children, the EEC report states that the problem of crèches remains acute in all Common Market countries, and that in none are their developments keeping pace with the increase in the number of working mothers. The high cost of personnel and equipment is cited as a reason for their retarded growth—and the example of France is cited, where less expensive foster day care is encouraged and supervised by the authorities, and paid for through a system of Family Allowances.

The British experience

In Britain historically, local Welfare Authorities had powers under the Maternity and Child Welfare Act, 1918, and later under the Public Health Act, 1936, to provide day nurseries for children under five, but, except

for the war period when nurseries were regarded as part of the wartime effort (and the cost wholly met by the Exchequer), provision of this type of day care has been limited by many authorities.

After the war, beginning on April 1, 1946, local authorities resumed responsibility for nursery care of children under the age of five. A statement of government policy issued in 1945 anticipated that, with a gradual return to peacetime conditions, there would be a decline in the provision of day nursery services accompanied by an increase in nursery school services. The Ministry of Health and Education accepted the view of medical and other authorities that, in the interest of the health and development of the child, no less than for the benefit of the mother, the proper place for a child under two years of age was at home with its mother. They concluded that, under normal peacetime conditions, the right policy to pursue would be to positively discourage mothers of children under two from going out to work to provide nursery schools and nursery classes for children between two and five; and to regard day nurseries and daily guardians as supplements to meet the special needs of children whose mothers were constrained by individual circumstances to go out to work, or whose home conditions were unsatisfactory from the health point of view, or whose mothers were incapable, for some good reason, of undertaking the full care of the children.

The pertinent legislation includes the National Health Service Acts, 1946-1952, and the Nurseries and Child Minders Regulation Act, 1948. The powers of local authorities to provide day nurseries derive from Section 22 of the National Health Service Act, 1946, which placed a duty on every local health authority (county councils and county boroughs) to make arrangements for the care of expectant mothers, and of children who have not attained the age of five years and are not attending primary schools maintained by a local education authority. The arrangements could include, among other things, the provision of day nurseries in accordance with proposals approved by the Minister of Health. At first, local authorities were empowered to charge only for the cost of articles provided. In 1952 the power to make a charge was extended to include payment for meals; and since 1952 (under Sec. 5(2) of the National Health Service Act, 1952), authorities have

be authorized to make a charge not exceeding the sum based on the actual cost of the authority's day-nursery service. This includes a sum representing a fair apportionment of central administrative costs. The maximum standard charge authorized is the average cost per place provided in all the nurseries maintained by the authority, and the charge is levied on a daily or half-daily basis so that no charges are made for periods of absence.

In fixing individual charges, the authorities take into account the financial means of the persons concerned, and in assessing ability in principle to pay the standard charge, no persons are required to pay more than will leave them a reasonable margin of income above what is necessary for the maintenance of themselves or their families. Subject to this, the sum charged must be not less than the cost of any expenditure directly saved by reason of the child's accommodation in a nursery—for example, the cost of meals not taken at home.

Standards for day nurseries—that is, accommodation, equipment and staffing recommended in a Ministry of Health Bulletin in 1947—still apply, although they are at present being examined in the light of changing needs. For example, the current policy of receiving more physically and mentally handicapped children into day nurseries, and the growing practice of grouping children not according to age.

By the end of 1962, there were 462 local health authority day nurseries in England, with accommodation for 21,876 children and an average daily attendance of 16,746. Most of the nurseries were in the home counties of Lancashire and Birmingham; there were few elsewhere in England, and none in Wales. The average cost of a place in a day nursery was more than 70 shillings (\$8.50) a week, with a maximum charge to parents of 15 shillings (\$1.80) a day, or under 30 per cent of the average cost. Although in principle any children up to age five may be cared for in day nurseries provided by local health authorities, the nurseries are intended for children with special needs, and consequently a relatively high proportion of trained staff to children in necessary and reasonably high standards of accommodation and equipment are essential. In consequence, day nurseries have been seen as constituting a relatively costly form of day care provision.

The Nurseries and Child Minders Regulation Act, 1948, provided for the regulation of certain types of factory and private nurseries, and of daily child minders who are paid to receive children under five into their homes and look after them on a daily basis.

The Act places a duty upon local health authorities to keep registers of: 1. premises in their area, other than premises wholly or mainly used as private dwellings, where children are received to be looked after for the day or a substantial part thereof, or for any longer period not exceeding six days; and 2. persons (referred to as child minders) in their area who are paid to receive into their homes children under the age of five to be looked after for the day or a substantial part thereof, or for any longer period not exceeding six days. The Act does not apply to residential nurseries, or to persons—such as foster parents—who provide a home for children apart from their parents.

In 1949, 250 nurseries and 271 daily minders, caring for about 8,600 children, were registered. By the end of 1962, there were 932 registered nurseries and 2,202 registered daily minders, the total number of children for whom provision was made being about 40,600. The mothers of some of these children were employed outside the home because a number of play groups, providing opportunities for children to play together for two or three hours, once or twice a week, are registered under the Act.

The accompanying table, extracted from the July 1968 Report of the Committee on Local Authority and Allied Personal Social Services (HMSO), gives comparative figures for the years 1956, 1966 and 1967.

In 1968, there were 445 nurseries provided by local authorities under the 1946 Act. These nurseries had an enrolment of 21,163 children. Nurseries registered under the 1948 Act numbered 5,849 with space for 146,098 children. Child minders registered under the 1948 Act totalled 5,802. Under government regulations, these child minders could look after a total of 47,208 children. These figures were derived from Department of Health and Social Services data for the year ending December 21, 1968.

In the decade from 1956 to 1966 the number of nurseries provided by local authorities and voluntary auspices under the 1946 Act decreased by one fifth, while the nurseries under the 1948 Act increased more than six-fold. At the end of 1969, there were in England 265,155 places provided in registered private day nurseries, of which 54,848 were for full day care and 210,307 were for sessional care. Although the Department of Employment and Productivity has no direct responsibility in the matter, the Ministry's local employment offices make known to the women registered with them for employment the facilities available locally.

The term “nursery education” describes the stage of education related to children below compulsory school age. Compulsory education begins at the age of five, but under Sec. 9 of the Education Act, 1944, local education authorities were required also to consider the need for nursery schools—or nursery classes in other schools—for pupils below that age.

Although a nursery “school” is separately organized under its own head teacher, a nursery “class” forms part of a primary school for pupils up to the age of seven or eleven, and comes within the jurisdiction of the head teacher of that school. Local education authorities are not prevented from admitting children under five years of age to the ordinary infant classes in primary schools, but it is considered preferable for children under compulsory school age to be taught in separate nursery schools or classes.

The minimum age of admission to nursery school is two, but children are more often admitted at three. Three is the minimum age of admission to nursery classes. These rules apply also to direct-grant nursery schools, but not to independent nursery schools. Although children start compulsory school attendance at five years of age, the basic skills of reading, writing and arithmetic play no part in the work of nursery schools or classes; but the individual child receives much indirect experience of all these skills through play.

All children in nursery schools and classes maintained by local education authorities are entitled to free medical and dental examination and treatment under the school health service, and to free midday milk. They are also entitled to subsidized midday meals, unless they are attending part time.

Nevertheless, the intentions of the 1944 Act as far as nursery education is concerned have not been fully implemented, and the authorities recognize that there is an appreciable unsatisfied demand for more facilities. With a continually rising school population—numbers rose by over 1¼ million between 1950 and 1960—priority

was given to developing the teaching force required for children of compulsory school age, and it was not considered possible to divert more teachers for work in nursery schools and classes. In fact, during the 60s, local education authorities were requested by the Minister of Education not to propose any new nursery schools and to hold the number of children under five years of age to the corresponding number in the education year 1956-57. At the same time, the Minister emphasized the importance of maintaining existing facilities at a high standard of quality by discouraging unqualified teachers. As the purpose of nursery education was primarily seen as meeting the children’s educational needs, and not facilitating the mother’s employment, extending the hours of a child’s attendance to meet the parent’s hours of employment was not regarded as proper.

The slow growth of nursery schools is reflected in the following figures: In January 1962, there were 20,881 pupils in 455 nursery schools maintained by local education authorities, and some 60,000 pupils in nursery classes. In addition, there were 20 private or voluntary nursery schools receiving direct grants from the Ministry.

In January 1968, there were in England and Wales 461 nursery schools maintained by the local education authorities, and 1,993 nursery classes attached to maintained primary schools. There were 24,315 pupils in the maintained nursery schools (a rise of 3,410 in the six-year period) and 52,566 pupils in the nursery classes—a decline of 7,434. In addition there were 15 direct grant nursery schools with 607 pupils. Also, there were 1 recognized as efficient independent schools with classes for under-fives having a total of 320 pupils, and 16 other independent schools with approximately 2,800 pupils under five years of age. Thus, slightly more than 83,000 children were enrolled.

	1956		1966		1967	
	No.	Children Cared For	No.	Children Cared For	No.	Children Cared For
Nurseries						
Nurseries provided by local authorities and voluntary auspices under 1946 Act	546	26,109	445	21,157	444	21,157
Nurseries registered under 1948 Act	464	12,018	3,083	75,132	4,382	109,132
Child minders registered under 1948 Act	881	6,964	3,887	32,336	5,039	42,600

allowing for the limitation of facilities, some local education authorities give priority to children who are in special need—for example, where the mother has to go out to work, where there are family difficulties, or where housing conditions severely restrict the activities of young children. Part-time nursery education is being introduced to enable more children, particularly those from normal homes, to enjoy the experience of nursery education, and to provide meaningful associations for young children who would otherwise have little or no opportunity to mix with children of the same age. For many young children, a half day away from home is considered more suitable than a full day, and teachers are thereby enabled to share with parents in the care of the child.

The Fabian Society takes the position that there is little justification for the distinction between day nurseries and nursery schools, because children with the same needs attend one or the other by chance. Moreover, the Society claims that, since 1932, provision has increased by a mere 1.8 per cent, so that only seven per cent of children of eligible ages attend public, maintained, or private nurseries and nursery schools. A further assertion is that official policy regarding day care has responded only to the demands of national crisis—the need for womanpower during wartime, and more recently for women teachers.

The Plowden Report has noted that “Nursery education on a large scale remains an unfulfilled promise. Whether a mother has even a bare chance of securing a nursery place for her child depends on the accident of where he lives. The distribution of nursery schools and classes bears no relation to present-day needs or wishes.” The report takes note, however, of the scarcity of money, buildings and teachers required to meet the demand. Their recommendations are weak, and one of them proposes that there be a large expanse of nursery education, subject to the proviso that it be part time except for a minority of children who require full-time nursery education, and that the expansion of nursery education ought not to be at the expense of existing education in primary schools. This despite their acknowledgement that “There is a wide measure of agreement among informed observers that nursery provision on a substantial scale is desirable, not only on educational grounds, but also for social, health and welfare considerations. The case, we believe, is a strong one.”

Local education authorities have the power, under Sec. 53 of the Education Act, 1944, to establish, maintain and manage holiday classes and play centres, or to assist in the establishment, maintenance and management of such facilities in the case of children for whom they are providing primary or secondary education. The exercise

of these powers required the approval of the Minister of Education. (Before the Local Government Act of 1958, authorities submitted their individual arrangements for approval; the Minister now issues a general approval, with the result that the Ministry of Education does not maintain information about the current arrangements in particular areas.)

A number of local education authorities use these powers when they consider it desirable to encourage women to take employment in local industry. Play centres for the use of children after school hours are usually conducted on the premises of a school kept open for the purpose, the children being supervised by teachers or voluntary helpers. In some areas, employers provide similar facilities for the school-age children of their employees. Under the urban program of 1968-69, approval was given to play groups for the first time on a national scale and £130,000 was approved for their operation and support by local authorities.

Britain has paid considerable attention to the recruitment and handling of nursery personnel. The National Nursery Examination Board was established in 1945 to secure uniformity in the training of students for the post of nursery nurse. The Board publishes a training syllabus, and it issues a National Nursery Certificate to students who successfully pass its examination. The course extends over a minimum period of two years, and includes practical work and training in day nurseries, residential nurseries, nursery schools, and nursery and infant classes. The class work normally occupies two days a week. The training program is designed mainly for persons leaving school at age 16, and the examination may not be taken before the age of 18.

A memorandum issued by the Department of Health and Social Security encouragingly states: “There is nothing to prevent an older woman undertaking this training if she is accepted as a student.” There are seven colleges affiliated with the Association of Nursery Training Colleges, all of which issue a certificate in addition to the Board’s certificate. In addition, training may be taken at nursery schools administered by religious or voluntary organizations. Students who train in local authority nurseries receive, in addition to training, a stipend ranging from £272 (\$664) in the first year to £338 (\$825) in the third year, and board and lodging at reduced rates.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)



The CNTU convention

Some 1,500 delegates attended the 44th annual convention of the Confederation of National Trade Unions, held in Montreal last December, the theme being "a camp for liberty." The questions brought before the delegates were numerous and varied, from the problem of French in Québec through nationalization of the drug industry, to the invoking of the War Measures Act. There were also some special features: the 121-page "moral report" by the National President, Marcel Pepin; his report on sectorial negotiations, and a 144-page study on supplemental pension plans for CNTU members.

An especially difficult financial situation and a proliferation of points of order and questions of privilege resulted in a vast number of questions that the convention had not been able to consider being referred for study and decision to the confederal council. This caused one delegate to remark that when the grass roots meet, "nothing is decided," and another to say, "after all, the whole convention should have been referred to the confederal council."

The opening of the convention marked a departure from the tradition whereby politicians and senior civil servants are invited to the opening session of a convention. At the opening of the 44th convention, the only persons on the platform were representatives of unions and co-operatives.

In his report, Mr. Pepin attacked the politico-economic power or "super-power" that "rejects a balance of responsibilities" and "wants them all;" high finance; employers; Bill 290; "special legislation as a system;" parochialism; the close collaboration between finance and politics, and those who try to impose on unions prefabricated blueprints for action; the invoking of the War Measures Act; and the financing of private schools out of public funds.

Political action

Pepin spoke out not against political action, but against partisan political action, which is a source of division and useless struggles. The union leader contrasted political democracy with union democracy, which he prefers. "Our approach . . . will be a union approach or we will break apart," he said. He also stated: "We have grown" (between 1960 and 1970 the membership of the CNTU increased from 80,000 to 205,000) . . . "we have remained united," . . . "the workers have transformed their lives." To those who would take power at any price, Pepin proposed political objectives, but these must be attained through union democracy. A host of rights have been secured in this way, among them hospital insurance, health insurance, with free education at all levels, another right that is gradually being won. Only 10 years ago these services were difficult to obtain unless people had money.

After demanding the repeal of Bill 63, **Pepin proposed a series of measures that would make French not only the language of work but also the only official language in Québec.** Nevertheless the CNTU President, in making his recommendations concerning the use of French in industry, was always respectful of the decisions made by the membership.

After denouncing "the kind of democracy that stems from the political parties in their present form," . . . "a so-called democracy, that is used to veil the authority imposed by the strength of a rich and artful minority," electoral lists . . . fabricated by the (representatives of political parties, and the preponderant position that money plays in the functioning of democratic institutions, and asking, "Who bankrolls the political parties?" Pepin proposed "a law instituting a permanent voting list," "a law instituting the equitable distribution of Na-

tional Assembly seats in accordance with the number of electors," and "a law giving proportional representation in the National Assembly."

Unemployment

The CNTU President declared that **"the governments of Québec and Ottawa . . . must recognize, by a law, the working rights of all citizens competent and willing to hold a job."** They must also **"take the necessary steps to ensure the exercise of these rights; in other words achieve definite full employment."** "The CNTU," he said, "will have to make full employment its major preoccupation until this objective has been attained." He argued that, "if it became a crime to deprive a person of work, as it is to deprive a person of life, governments would take the necessary steps to ensure full employment." Pepin considered that, "Depending on the standpoint, all sorts of good reasons can be found for letting things go on as they are. But," he hastened to add, "I believe that the social cost of unemployment is much higher than the price we should collectively pay to achieve full employment." "When governments have recognized the right to work, it will be necessary, if they fail to ensure gainful employment for all, to provide the idle with a decent living, just as if they were working."

The co-operative movement

Pepin first recalled that there were once close ties between the union and the co-operative movements. Over a certain period, "there have been distances opened up between them," but "over the past few years . . . it has been possible to note a certain recovery (of those relationships)." He emphasized that, "During the past few years especially, **the CNTU—notably through the efforts of its consumer service—has participated first-hand in establishing a great number of co-operatives in the retail food and consumer credit sectors.**" But he believes that "co-operatives must not resemble capitalist enterprise." He stated: "We cannot afford to go along with any false pretences. We must be certain that the co-operatives are really co-operatives, regardless of their field of action."

Supplemental pension plans

This question was the subject of a special study, published separately. Therefore, in his report, Pepin only briefly touched on the problem. After pointing out that the accumulated sums of money in superannuation funds are considerable and growing constantly, the CNTU President asked the following questions: "Are we prepared to continue unconcerned about the use made of this money that belongs to us, to the workers? Are we going to stand by much longer and see this

money from supplemental pension funds administered exclusively by trusts, by finance and insurance companies? Can we continue to let this money be used by the big-money people to make governments dance to their music?" He suggested that, "now that we know more about the supplemental pension situation, we should start shortly on an in-depth examination of insurance in all its forms; collective as well as individual." On this topic he recalled that "a major study covering automobile insurance has already been published by the CNTU's political action secretariat. It contains recommendations that are of interest to all society."

Sectorial negotiations

In his report Pepin criticized certain remarks made by the Québec Deputy Minister of Labour, Robert Sauvé, on this topic—in particular, the latter's statement that "the unions not only refuse to accept economic responsibilities, but deal only with the organization of workers who are well situated industrially—that is, about 30 per cent of those working." This would appear to be the reasoning that would lead the Québec Department of Labour to impose, in some way, the system of sectorial negotiations. But the CNTU President found that reasoning much too unfair. He replied that "Unions are not confined to 'workers who are well situated industrially.' They have gone and are still going into all categories, in particular into the difficult sector of food retailing, woodworking and many others."

Financial problems

With no increase in dues, the deficit foreseen by the CNTU's General Treasurer, Jacques Dion, for the 24-month period extending from June 1, 1970 to May 31, 1972 was about \$1,200,000. To remedy this situation, Mr. Dion recommended two increases in dues that would have raised each member's monthly dues from \$1.20 to \$1.35, effective February 1, 1971, and then to \$1.55 on November 1, 1971. Even with these increases the deficit would still have been not less than \$383,400.

The delegates rejected the increases recommended by the Treasurer but, after several hours of discussion, adopted three monthly increases of 10 cents each, the first to take effect on February 1, 1971, the second on November 1, 1971, and the third on June 1, 1972. The delegates, however, increased expenses for certain items provided for in the budget, such as raising the salary of the National President from \$16,500 to \$18,000—despite his protests—and those of the Vice-President, the General Secretary, the General Treasurer, and the

Director of Services from \$14,000 to \$15,000 a year. Now the overall deficit foreseen for the 24-month period ending May 31, 1972 stands at \$707,000. When the budget had been adopted, Pepin made it clear, in reply to a question from a delegate, "that the budget provisions voted by the convention will not be exceeded during the fiscal period" and that that assurance would be included in the convention minutes.

War Measures Act

The question of the War Measures Act and the case of Michel Chartrand were raised. At the December convention a resolution was unanimously passed, asking that Michel Chartrand, who had been detained since October 16, 1970 under the War Measures Act, "be released on bail immediately, or that he be tried immediately." Though they asked for the release of Michel Chartrand, the delegates nevertheless rejected two amendments to Articles 30 and 32 of the CNTU constitution, intended, apparently, to prevent a repetition of such suspension or expulsion proceedings as were used against him.

Two other resolutions on the subject of Michel Chartrand were also submitted to the convention. The first requested support for the executive in its decision to remove Mr. Chartrand from office; the second proposed that the convention endorse the decisions of the executive and the confederal bureau to dismiss Michel Chartrand and Florent Audette. Both resolutions were referred to the committee responsible for studying the report of the confederal council.

A resolution was adopted asking that the Montreal, Québec and federal Government authorities withdraw the Emergency Act "in spite of the opposition of a part of the population conditioned by information controlled by the politico-economic super-power," as noted in the text of the resolution. Two resolutions were submitted to the resolutions committee concerning the position taken by the CNTU leaders in October and November 1970 on the invoking of the War Measures Act. One affirmed that "a member of Parliament, speaking for the Government, was correct in saying that the CNTU had no mandate to speak for its members" and blamed ("we blame") "the manner in which the CNTU acted." In both cases the resolutions committee responded by recommending that the convention adopt the motion

"that in future, before taking a position or making a serious and important decision, the CNTU will consult the grass-roots membership, if possible." An amendment was moved to delete the words "if possible," but both the amendment and the original resolution were rejected. **It was resolved also "that in cases of persons arrested under the War Measures Act or the Emergency Act, or any special legislation, normal bail procedures should apply."**

French

The convention supported, and in some respects strengthened Pepin's recommendations on the French question. At the outset, the committee responsible for studying the part of Mr. Pepin's report dealing with this matter stated that it recognized "that the problem of the French language in Québec is one of the aspects of the Québec people's struggle against the politico-economic 'super-power'" and recommended "that the convention demand that the Government take quick action to make French the only language of work and the official language of Québec, especially the repeal of Bill 63 and the adoption of the main provisions of Bill 62." The convention showed itself to be more radical, in some ways, than the President of the CNTU, by restricting the right of bilingual communication to unions in which there is the same number of Francophones and Anglophones, or a preponderance of the latter. This restriction was passed by a resolution at the general meeting. In short, should the Québec Government accept the Convention's recommendations, a union composed of 51 French-speaking and 49 English-speaking members could not demand that collective agreements with, or written communications from, enterprises to their employees be drafted or published in both languages.

The Convention rejected, however, all motions to make the CNTU a solely French organization. Thus the resolution "that the English name and abbreviation of the CSN be eliminated," was rejected also, with some 80 dissenting votes being recorded. Another motion requesting "that all general communications from headquarters to its members be issued only in French" was rejected also. A third resolution presented by the Syndicat des Fonctionnaires municipaux de Montréal (Montreal Municipal Employees Union) read as follows: "As a continuation of the position of French unilingualism at all levels, taken by the confederal council, it is moved that the English version of the newspaper 'Travail' be abolished." This resolution suffered the same fate as the other two.

un camp de la liberté



Jacques Dion

Paul-É. Dalpé

Marcel Pepin

Amédée Daigle

Supplemental pension plans

According to the brochure on this topic distributed to the delegates, the total amount of money deposited to the credit of CNTU members through all private superannuation plans is about \$320 million, for 110,000 members. This amount takes no account of the plan by which contributions are paid into the consolidated revenue fund by some 50,000 provincial public servants who are members of the CNTU. The report notes that the research carried out by the CNTU allowed them to sample the various supplemental pension plans in effect in industrial sectors and regions, as well as the types of benefits given to some 160,000 CNTU members.

The document made the following recommendations:

that the Quebec Pension Board be obliged to give all unions any information they require for registering supplemental pension plans, and keeping them registered, and that where employees are not unionized, the Board should allow individual participants to have the same information on request; that the public aged persons assistance plan be amended to offer a minimum acceptable income, and an income proportional to the final salary, up to a maximum to be determined; that truly supplemental pension plans be negotiated on an optional basis for those wishing to maintain their whole final salary; that the Supplemental Pension Plans Act assign

to every employee his vested right in all his employer's contributions; that administration of supplemental pension plans be entrusted to the Québec Pension Board, and financial administration (investment management) to the Québec Deposit and Investment Fund; that the Act make provision in each enterprise for a parity committee composed of employer and employee representatives to examine administration and management reports and decide on the method of dividing up its portfolio; that the Québec Pension Board and the Québec Deposit and Investment Fund be required to submit regular reports to the committee and that a participation statement be sent to the participant annually; that the composition of the administrative councils of the Québec Pension Board and the Québec Deposit and Investment Fund be amended to become a tripartite committee composed of equal numbers of employees, employers and government officials, and that each association most representative of employees be ensured representation; that the CNTU, through the Education Service, take steps to offer training programs to union members who must sit on various superannuation committees; and that the CNTU continue the work undertaken, and especially on the following subjects: minimum acceptable income; maximum guaranteed income through a public pension plan; integration of various old age assistance plans; the ideal provisions of a supplemental pension plan, bearing in mind the portion of the salary that the employee wishes to allocate to such benefits; and terms and conditions of insurance in the event of death (widow's pension) or disability.

These recommendations were adopted by the convention very much as they stand. **Several motions were added and adopted, notably: that the CNTU see to it that the Pension Plans Act be amended so that the same provisions apply to both men and women in the event of the death of a spouse, notwithstanding pension benefits to pregnant widows;** that female employees, whatever their marital status, who pay the same premiums should have the same rights as men and that the CNTU recommend that the Deposit and Investment Fund use the voting rights it holds by virtue of being a shareholder to exercise control in the Québec enterprises in which it invests its funds.

Sectorial negotiations

This consists to some extent in extending or enlarging the negotiating unit to a recognized economic sector. Collective bargaining would no longer be done at the level of a single employer, but of several employers grouped according to homogeneity or a certain homogeneity of production and services, and to certain geographical factors.

In his report on this subject Pepin emphasized that this question is first on the industrial relations list in Québec. He stated: "The CNTU convention must give some direction in this matter, because it has already been foreseen that the provincial Department of Labour intends to submit a concrete plan." According to the CNTU President, many workers are unable to exercise their right of association under present legal conditions. He added: "We could invent stronger penalties to fight employers who dominate unions, or find another strategy to foil the plots fomented by employers. I do not think that that would be sufficient or realistic."

After pointing out the enormous difficulties unions have in small enterprises with one to 15 employees, the CNTU President stated: **"We must direct our research more toward widening the notion of enterprise or of appropriate negotiating units, and provide compulsory techniques that would allow workers who so wish, to form a union."**

He continued: "I greatly fear that all the efforts that might be made to spread an effective union movement will be to no avail if this conclusion is not kept in mind. According to him, there are two pitfalls to be avoided: that of compulsory unionization, "which would consequently be government controlled," and that of forming large groupings. In the latter case, "unions would appear to act freely, but in fact the government would intervene at the least hint of a major conflict." Pepin affirmed that "at any rate this is the tendency of the Department of Labour and the National Assembly. The Department's position is that it must not attempt to abolish outright all the basic rights of unions and their members. That has to be done in each specific case, whenever the opportunity arises."

To avoid falling into these two traps, the CNTU President suggested two basic principles "that appear essential to me": **(1) the sector and region chosen must be sufficiently large to allow the sector's members to administer their collective agreement without making the costs prohibitive for both employers and employees; and (2) the sector and region must be chosen, bearing in mind that union freedom must be promoted, and that employers and workers must be as close as possible to the true centres of decision, allowing for the requirements in (point 1.).**

In Pepin's view, there can be no question of establishing sectorial negotiation in sectors where the rate of unionization is high. He was also preoccupied with the question of "the monopoly of union representation." In his words, "If we accept a certain restricting of the negotiating unit to a regional sector or subsector, I fail to understand how two or three of us would represent the workers." He added: "Nothing prevents us, however, from finding ways to protect the vested rights we held before the law was passed."

To counteract the anticipated government action, or as Pepin expressed it, "to take the offensive," he submitted to the delegates a long text containing the principles and decisions which, he said, would be rewritten in legal language and added to the present Labour Code. The first paragraphs read as follows: The Decrees Act and the Minimum Wage Act shall be revoked and: (1) the Minimum Wage Commission shall be replaced by an office of the Department of Labour; (2) responsibility for determining universally applicable minimum wages

ates shall belong to the Lieutenant-Governor in Council; (3) in addition to minimum wage rates, the Lieutenant-Governor in Council shall be empowered to regulate hours of work, paid vacation leave, holidays and paid holidays; this ruling shall also be universally applicable, which means that in no case may the terms and conditions be less; and (4) the office named in section 1 shall enforce these regulations.

After hearing the reports of the President and the committee responsible for studying the problem, the convention adopted the following resolution: that federations be immediately consulted in order to discuss and perfect the Pepin plan, especially on certain points, in order to strengthen standards in small enterprises; that an information campaign be immediately undertaken in all regions and unions to make them aware of the pros and cons of this Act and how important it is that it be in our favour; and that the CNTU do all in its power to force our legislators to take our opinion into account.

Other resolutions

The convention adopted resolutions also on a number of other issues:

That the CNTU convention ask the Department of Education to immediately abolish the post of commissioner to take evidence. This post was given to Father Gérard Dion, of the Department of Industrial Relations at Laval University.

That, objecting as it does to the repeated invoking of special legislation to restrict our freedom as regards the right to strike, the CNTU undertake an information campaign to impress on all its members the serious nature of these arbitrary actions and to encourage them to struggle for our union freedoms, resorting, if necessary, to a general strike.

That we continue the study begun in the moral report on the possible forms that relations with political parties may take, in order that workers exercise power—without, however, endangering the movement's independence from political parties.

On a recommendation from the committee responsible for studying the National President's report, the convention adopted a resolution supporting the principle of a full employment act and, in accordance with the National President's wishes, considering this to be one of the CNTU's major preoccupations.

That the CNTU encourage all its members to participate in the co-operation existing between France and Québec, and furthermore, that the CNTU call for strong action on the part of the Québec State to promote such co-operation.

Whereas there is an almost complete absence of democratic groups such as the CNTU at the decision-making level of the information media . . . and whereas the CBC has for a long time operated a farm service for 16 per cent of the population, a precedent for which they should be congratulated, . . . be it resolved: (1) that the CNTU take the initiative in creating a committee to determine the best means of democratizing information, especially in radio and television, in co-operation with popular movements that are already members of Québec-Press; and (2) that, as a first step toward this goal, the necessary measures be taken to obtain from the CBC, daily program times for broadcasting information of a social and union nature to employees. That the CNTU set up as rapidly as possible a co-operative medicine system, and that the CNTU ask the government to nationalize the drug industry in Québec.

That the CNTU invite its 224,000 members to take control of the co-operative movement, particularly by attending the general meetings held by co-operative savings and credit organizations.

That the CNTU, on behalf of the workers, demand that the CBC withdraw all advertising aimed at children and intended to make the latter consumers of gadgets.

Elections

Marcel Pepin, National President, Raymond Parent, General Secretary, and Amédée Daigle, General Director of Services, were all re-elected by acclamation to the same posts. Only Jacques Dion, General Treasurer, and Paul-Émile Dalpé, General Vice-President, were opposed by Gilles Beaulieu and Michel Bourdon. Dalpé and Dion, however, were both re-elected.

Pension: reward or right?

by Peggy Butler

Fifty years ago, making financial provisions for old age was a private affair, and the size of the "nest egg" depended on an individual's means and foresight. Today the provision of retirement income has grown into a highly complex and scientific system, and pension planning is playing an ever-increasing role in our economy.

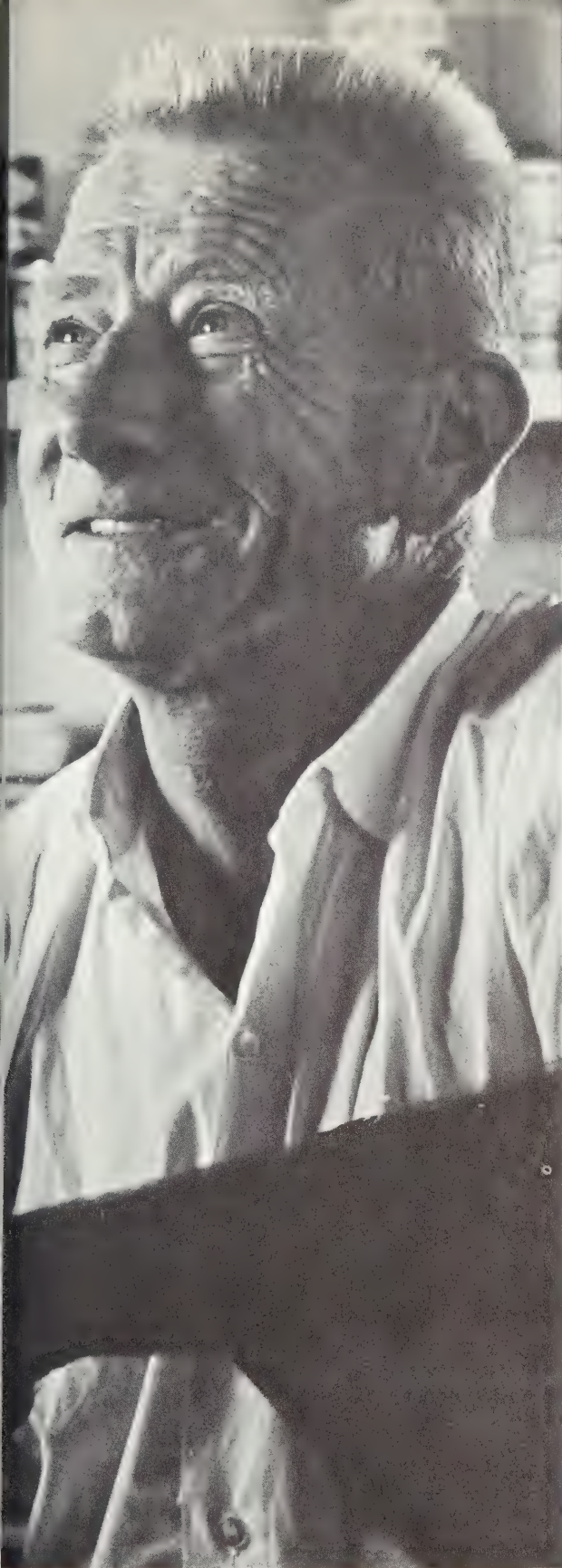
The most recent statistics for Canada were compiled in 1966, when the Dominion Bureau of Statistics conducted a comprehensive survey to determine the number, membership and key characteristics of pension plans in force in Canada on December 31, 1965. The study was timed to establish benchmark data against which to measure the effects of the Canada and Québec Pension Plans, which came into effect on January 1, 1966.

The survey shows that the number of plans increased by nearly 50 per cent from 1960, when there were 9,500 pension plans in operation, to 1965, when there were over 14,000. Plan membership rose from 1,800,000 to nearly 2,300,000 in the five-year period, an increase of 26 per cent.

"Perhaps one of the most significant elements in pension growth was the increase in total annual contributions," states the survey. **"In 1965 alone, employer plus employee contributions passed well over the one billion dollar mark to nearly \$1,170 million. Annual contributions of this magnitude have made pension funds one of the largest single sources for capital investment in Canada."** Yet, according to J. W. Bentley, Superintendent of Pensions for the Pensions Commission of Ontario, there is still an enormous amount of misunderstanding and a lack of communication on the subject of the intent of pension planning, how it operates, and how this affects workers—especially older workers.

The concept of the pension goes back to the days of the Roman Empire, when grants of freehold land were given to retiring soldiers; in other countries, pensions were paid as a reward for long and faithful service by soldiers and servants of the state. In England, The Superannuation Act of 1834 introduced pensions for civil servants in the modern sense for the first time. In the United States, municipal pensions and teachers pensions made their appearance in the 1890s and had become common by 1915. In Canada, the first Superannuation Act was passed in 1870 to control contributory pension plans for civil servants of the Dominion Government. For two centuries before that, the Hudson's Bay Company had provided retirement gratuities for employees of long standing; but the first systematic pension plan in private industry seems to have been introduced in 1874 by the Grand Trunk Railway for clerical and indoor staff. In Ontario, a single provincial plan for elementary and secondary school teachers throughout the province was brought in 1917; another, for provincial civil servants, has been in effect since 1920.

It is 20 years since pensions first made their appearance in negotiations between unions and management, following the ruling in 1948 by the National Labor Relations Board in the United States that pensions were a proper subject for collective bargaining. The first plans were bargained at the Ford Motor Company and General Motors. Since then, pensions and an increasing range of other benefits such as widow benefits and broader medical coverage have become standard items in collective agreements. It is estimated that where 15 years ago fringe benefits accounted for about 15 per cent



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of payroll costs, today they are costing about 27 per cent, and that, by the mid-1970s, the payroll costs will have climbed to 34 per cent.

In the 1950s the cost of providing a pension was a major reason cited by employers in Canada as an obstacle to hiring or retaining middle-aged and older workers. Many employers were reluctant to hire workers who were ineligible because of age from entering their pension plans or whose service would be too short to provide an adequate retirement income; rather than pay the older worker a meagre pension or none upon retirement—or give him an adequate pension, but at a relatively high cost—the employer preferred not to hire him at all.

This paradox—that pension plans whose primary purpose was to benefit older people should turn into a barrier to prevent older workers from securing employment—became a matter of growing concern to government and other agencies more than 15 years ago.

Pensions were one of the problems studied by the Canadian Government's Interdepartmental Committee on Older Workers, established in 1953. The report of this Committee, published in 1957, focused national attention on pension plans and their effects on the employment of older workers.

The basic conclusion of the report was that **nothing inherent in the nature of a pension plan made it impossible for an employer to hire an older worker or to retain him beyond normal retirement age.** Nonetheless, the committee appointed in 1960 by the Government of Ontario to study portability of pensions had this to say in its report: "Until recently the plans were not numerous enough to have had much influence on employment as a whole. Today, however, the plans are so widespread that, whatever adverse influences they exert through

imposition of age limits either for hiring or for plan membership, they must be felt over a much greater range of job opportunities than hitherto. It follows that latter-age unemployment may become a more serious problem."

The Dominion Bureau of Statistics survey of pension plan coverage shows that, **in 1960, a total of 53 per cent of all paid workers in Canada were employed by organizations with pension plans. By the end of 1965 the total had grown to 57 per cent of all workers.**

In the early days, a majority of such plans were paid by the employer solely as an incentive to staff members to remain in his employment or to attract experienced and competent recruits. The employee paid no contribution, and if he terminated his employment before retirement, he was entitled to no benefits under the plan. Over the years, there has been a steady increase, however, in contributory plans, where a percentage of the employee's salary is deducted for investment in the pension fund, with the employer contributing a further sum to make up what is needed to buy an agreed benefit to cover the employee's pension at the time of his retirement. (The DBS survey reports that in 1965, contributory plans covered approximately 1,823,000 employees, representing about 78 per cent of total membership in all plans.)

Legislation introduced

A major concern of various government and other committees studying pension schemes was how to prevent the wastage of pension rights because of job changes. Nearly all contributory pension plans allowed the employee to withdraw his own contributions if he terminated his employment before retiring age. Over half the contributory plans provided terminating employees with some form of vesting—that is, a legal claim to a deferred pension based on the employer's contribution. But, in most cases, this was dependent on the employee leaving his own contributions in the fund. The vast majority of workers chose a cash refund, and so forfeited their rights to the employer's contributions and therefore to any deferred pension benefits.

The Committee on Portable Pensions, established by the Government of Ontario in 1960, heard testimony from a number of interested organizations and individuals in its study of pension practices in Canada and other countries. Its principal recommendations were for the creation of government standards to preserve pension benefits and for the introduction of a vesting standard coupled with restrictions on cash withdrawal of employee contributions.

The Ontario Pension Benefits Act, which followed these recommendations in 1965, was the first legislation in Canada that dealt specifically with pension plans. One of its most far-reaching provisions is that **all pension plans registered within the province must contain a clause that ensures that plan members who leave employment after the attainment of age 45 and the completion of 10 years of service will have full vested rights, in the form of a deferred annuity, to all employer contributions made after January 1, 1965, when the Act came into force.** Further, an employee who qualifies for vesting cannot remove his own contributions, which are "locked in" in the same way as the employer's. This results in what is known as portability of pensions.

"The word 'portable' is bandied about considerably, and many people still believe that it means they take with them the money invested in a pension fund on their behalf," says Mr. Bentley. "I think the concept is perhaps better phrased as 'the preservation of pension entitlement.' A portable pension does not mean that you take it along with you to your next job; it means that your rights under the pension plan you are leaving are preserved for you and your use at some time in the future."

Supervision of plans

Every pension plan that has members in the province must apply for registration with the Pensions Commission of Ontario, which administers the legislation and supervises more than 8,500 private pension plans covering about 900,000 members. Before the pension plan is accepted for registration, its terms must comply with the provisions of The Ontario Pension Benefits Act.

"The purpose of the Legislation is simply to strengthen the existing system of private pension plans by requiring that pension benefits, under certain conditions, be preserved for the ultimate benefit of the member," says Bentley. "This is done by establishing reasonable methods of funding the plan and by establishing reasonable standards for solvency and for the investment of the fund."

An annual report for every pension plan must be submitted to the Commission; each plan must be valued by an actuary at least every three years and that report submitted to the Commission. The investment of the assets of the pension fund are also subject to certain criteria. There must be diversification of the investment, and the investments of the pension fund must be in those types of investment that are permitted by the legislation.

"There is still a great deal of misunderstanding about the intent of pension plans," says Bentley. "A pension fund does not exist as a form of savings plan—it is a method of purchasing security for the future of the worker. And the concern of the law is to see that the terms of the pension plan—which is, in effect, a promise made by the employer to the employee concerning his future security—are carried out. Put very simply, the legislation required that the eggs be chosen with due care and that these same eggs cannot all be put into one basket."



Since the introduction of Ontario's Pension Benefits Act, substantially similar legislation has been brought in in the provinces of Québec, Alberta and Saskatchewan, and in 1967 the Canadian Government enacted The Pension Benefits Standards Act. This Act, which parallels the Ontario legislation in ensuring minimum standards of portability, funding and investment, applies to pension plans organized and administered for workers engaged in employment throughout the country that fall under federal jurisdiction. It is estimated that, at present, more than 15,000 pension plans are subject to the requirements of these uniform Acts, covering about 85 per cent of all pension plan membership in Canada.

Cost of pensions

In addition to the protection provided by the provincial legislation, virtually all workers aged 18 and over in Canada are covered by the Canada Pension Plan, which came into effect on January 1, 1966. Any worker, regardless of age, can become a participant in the Canada Pension Plan, which provides complete portability, vesting and locked-in pension credits, thereby ensuring a measure of security even for older workers who do not qualify for private pension plans.

The old concept of a pension as a reward for long and faithful service has been replaced by the theory that a pension is in effect a deferred wage, to be paid to the worker for his retirement security, and subject to terms and conditions agreed upon by worker and employer. The trend is increasingly toward bargaining for the inclusion of pensions and other benefits as part of the total wage package to be met by the employer. But it is doubtful whether most people realize how costly this trend has become.

A century or so ago, not many of those who saved money for retirement lived long enough to benefit from it. Today in North America, one out of every seven persons is 60 years old or more. In Ontario, the life expectancy of a man is 68, that of a woman, 75. And for men who now reach the age of 70, the average remaining length of life has increased from about nine to about 11 years. It follows that the number of years for which a retirement income must be provided are increasing.

To quote the Report of the Ontario Committee on Portable Pensions: "Pensions are more costly than most people realize. The essential arithmetic, though simple, will bear repetition: they are costly because a man who

retires at 65 years of age will, on an average, draw a pension for some 14½ years, or about a third as long as his whole working life. The cost of a pension or annuity for such a man, expressed as a lump sum paid immediately before it commences, is about \$11,000 for each \$1,000 of annual pension provided. For women the corresponding cost is higher, owing to their longer average life after age 65, being about \$13,000 for each \$1,000."

The Committee also investigated the effects of retirement age. Its findings indicate that the earlier the age of retirement the more costly the pension, and that plans with a fixed and rather low compulsory retirement age are those most prone to entail unemployment. The report shows the influence of retirement age on pension costs with an example. **An annuity or pension of \$1,000 a year, for a man, payable quarterly for life, on the basis of 4 per cent interest per annum, without guarantee, and bought with a lump sum immediately before the pension begins, would cost \$11,802 if bought to commence at the age of 60.** It would cost \$10,165 if bought to commence at the age of 65 and \$8,512 if bought to commence at the age of 70.

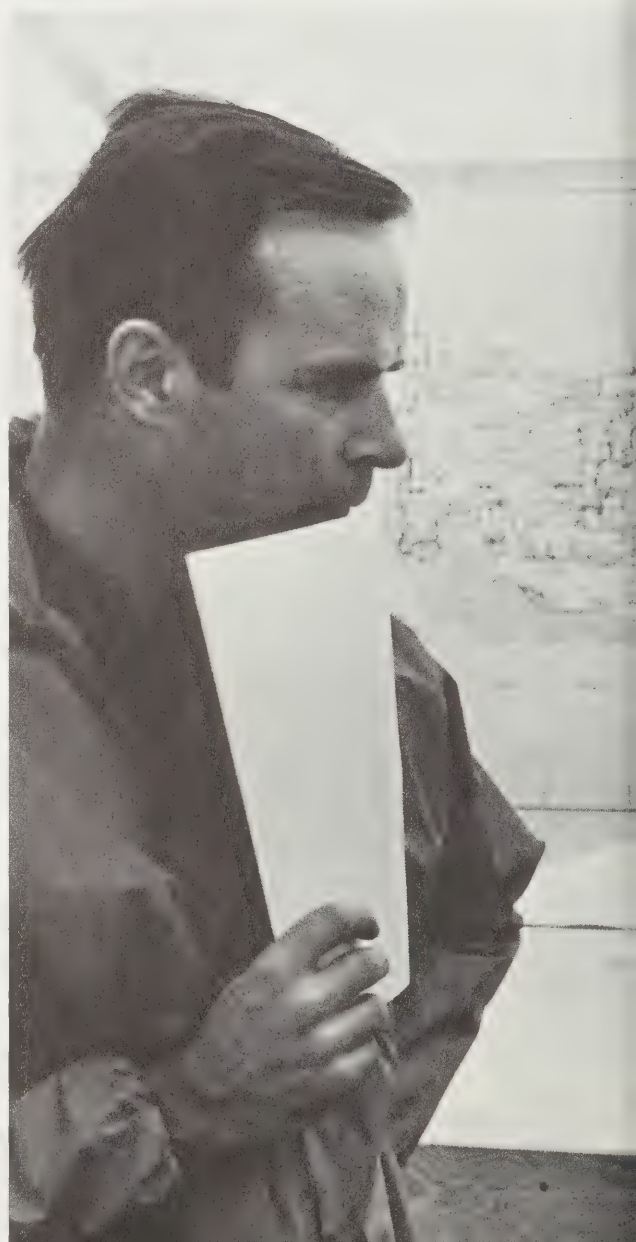
One of the reasons for the appointment of the Committee was a concern to increase the employability of older workers. Its report shows that, in certain types of plan, the higher cost for older workers exerts a persistent pressure in favour of hiring the young; and that earlier retirement can lead to more unemployment among elderly able-bodied people. The report states that, although information on the subject was not conclusive, it appears that later retirement could bring about the two objectives of lower pension costs and a reduction in the number of elderly people seeking work.

"At age 65 the capital cost of a man's pension is, as we have seen, the annual pension multiplied by 11, but at age 70 the cost is the pension multiplied by only 9½. The multiplier falls, owing to the older person's shorter expectation of life. If, in addition, the previous contributions can be kept up over the five years until age 70, the cost per dollar of pension can be reduced by about one third."

But, in the decade since the Committee was appointed, attitudes have swung toward earlier, not later, retirement. In their negotiations, trade unions have pressed for retirement at 60 or earlier, or simply after a stated period of service. A major slogan in the recent collective bargaining between the United Auto Workers and the automobile industry has been "30 years and out." The stated goal is a minimum pension of \$500 a month after 30 years of credited service, regardless of age, which would permit workers to retire as early as 55 or even 50.

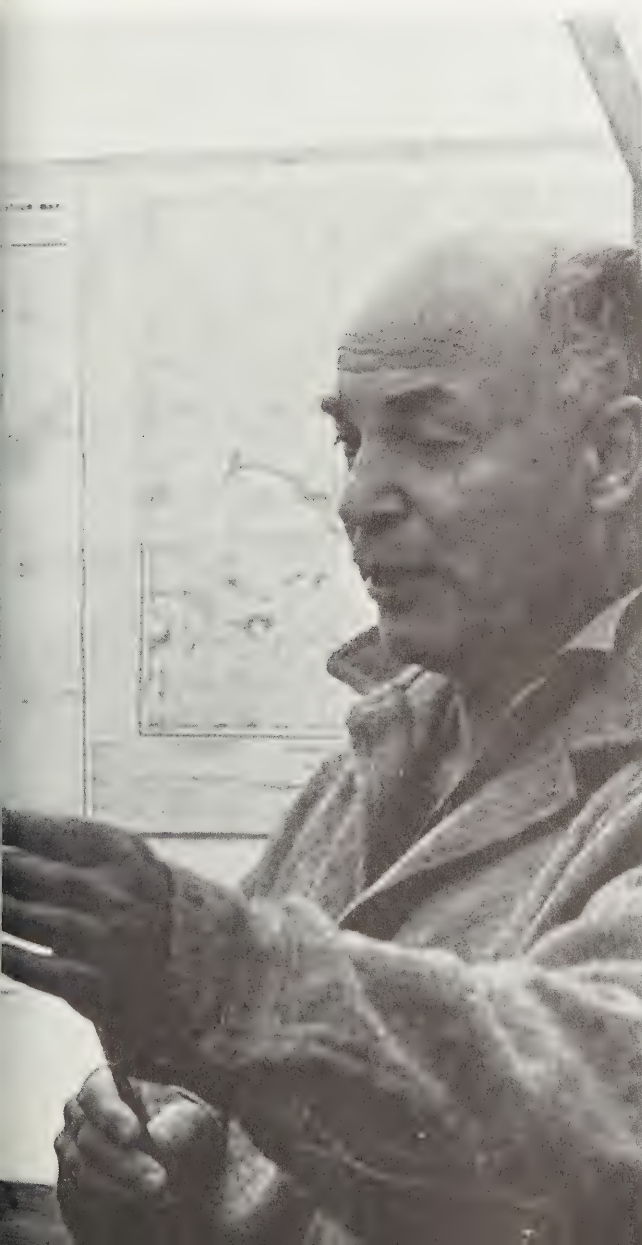
If this trend spreads to other sectors of industry, as it probably will, how will this affect the employment prospects of older workers? Those workers protected by unions would seem assured of a guaranteed pension, as long as they remain with one employer for the required number of years, and as long as they are not caught in mass layoffs or other upheavals. But what of other workers who, through no fault of their own, become unemployed at the age of 45 or 50?

According to Bentley, **the job mobility of older workers should no longer be affected by pension plan conditions. Since the introduction of the pension legislation, the older worker now has three factors that provide a measure of security for his old age:** a deferred pension under the vesting clause of The Pension Benefits Act; fully portable Canada Pension Plan credits; the provisions of the Old Age Security Program.



"At present the vested deferred pension is calculated only on service after January 1, 1965, when The Ontario Pension Benefits Act came into force, and you can argue that the benefits provided at this stage are very minimal. But, in the development of this kind of legislation, you have to have a starting point, and in time the effects of vesting will have much greater bearing on the security of older workers."

As an example of how the "45 and ten" rule applies, a qualifying worker who now leaves a job at a salary of \$10,000 a year would be entitled to a deferred pension of \$814 a year, calculated on five years of service since the Act came into force (the example is based on a constant salary of \$10,000 per year and a pension benefit of 1.3 per cent of salary up to \$5,300 and 2 per cent of the excess for each year of service). If he left his job in 1975, still earning \$10,000, his deferred pension would amount to \$1,628.



More flexibility needed

If vesting were further liberalized, so that the existing 45 years of age and 10 years service was reduced to, say, 35 and ten, the older worker who becomes unemployed would have accumulated enough security so that he could take another job even without the right to join a new pension plan.

"I have always felt that when employers give the age limit for joining a pension plan as the reason for rejecting older workers, this is not a reason but an excuse," says Bentley. "With the new security provided by the legislation, it should now be possible for employers to ease their personnel policies affecting the employment of older workers." As a further removal of pension plans as barriers, Bentley strongly advocates greater co-ordination of employment benefit programs, in what he calls the "cafeteria approach."

"I have the feeling that the money invested in various programs for income maintenance are not being utilized to the fullest extent. **In Canada approximately 12 billion dollars are invested in pension funds, and by 1980 this will rise to around 31 billion dollars. I would like to see the money being used in a better way than it is at present.**"

"We constantly think in terms of a pension plan, or a supplementary unemployment benefit program, or an insurance program, or a long-term disability program. What is needed is the co-ordination of any employee benefit program with other existing programs so that both employer and employee, and other beneficiaries under these programs, receive the maximum benefits for the dollars contributed to the total package."

"It seems to me that the development of a package, or cafeteria, approach should be more than just a pension plan, a hospital plan, a supplementary unemployment benefit program. It should be a package that could permit individual employees more latitude in selecting the form of benefit most applicable to their needs. For instance, **a married man with young children could emphasize family protection, while an older employee could direct more of the total compensation package into savings or retirement benefits.**"

The introduction of the Canada Pension Plan and the provincial pension legislation has already had an impact on the attitude of employers toward hiring older workers, according to W. H. Wightman, Manager of the Industrial Relations Department of the Canadian Manufacturers' Association. "As far as pensions were

concerned, there were formerly two aspects that deterred employers. To start with, the cost of buying a benefit unit to provide even a minimal pension for a short-service older worker was very high. In addition, the employer was candidly afraid of the adverse public relations image created by retiring such a worker on a pittance."

"If a firm had a policy of compulsory retirement at 65, a new employee aged 50 or 55 would have only 10 or 15 years in which to build up credits toward a pension. The company would be faced with retiring him on a totally inadequate pension or bearing the higher costs of providing a somewhat better pension. It was an embarrassing situation for any firm with a genuine concern for the future welfare of its workers."

"Now, while the high unit cost remains, I believe **an employer can contemplate hiring an older worker without such anxiety over making provision for the man's old age—even if that worker only has 10 years in which to accumulate credits, he will have some deferred pension rights from former employers, plus his portable Canada Pension Plan credits.** I think another outcome of the portability of pensions is a demand for greater flexibility in pension planning. There is a growing awareness of the need to develop the kind of plant that will allow a worker's credits acquired in a former job to be supplemented or meshed into the pension plan provisions at his new employment."

Dr. A. Kruger, Associate Chairman of the Department of Political Economy, University of Toronto, agrees that, as older workers build up deferred pension rights under the provisions of the legislation, the importance of pension costs to their employability will decrease. "But I really think that this whole question of employers raising the cost of pensions in relation to the hiring of older workers has become one of habit," he says. "Back in the 1950s, when pension plans began to increase rapidly, the higher costs of providing pensions for older workers did scare employers, and they got into the habit of not hiring people of 45 or 50 for this reason."

"What is more, there is a great deal of ignorance and a lack of communication about recent developments in pension planning, and I doubt that too many of those who do the hiring really understand the implications of the legislation or the effects of the vesting clause. In big organizations, there is a pension section that deals with all the details of the pension plan, and there's a

personnel section that administers the hiring policy of the firm and may be quite unaware of the changes that have taken place. There is a real need for a program to get this information to administrators of personnel policy and employment benefit plans."

If the higher benefit unit cost of providing a pension for an older worker is still found to be a deterrent, Dr. Kruger suggests that a possible solution would be to give the employee the choice of paying the difference in premium rate. **"If the only problem an employer faces in hiring a man of 50 for the job is the cost of letting him join the pension plan, why not increase that worker's contribution to include the amount over and above what it would cost the employer if he hired a man of 25?"**

"But I think a much more serious employment problem for the older worker is the need for upgrading skills to meet the rapid developments in technology. The question the employer faces is whether it is worth his while to invest in the retraining of an older worker and whether the length of service that remains to a man of 50 will repay this investment."

"It is too early to measure the long-term effects of the legislation, but certainly it is a step in the right direction," says Gordon Milling, Research Director in Canada of the United Steelworkers of America and a member of the Pensions Commission of Ontario. "But I think the importance of pension costs has been exaggerated. In my experience the cost of pensions is no longer a major consideration with many employers, and the rise in pension costs has not led to any major changes in the age pattern of hiring."

Milling says that, **since 1963, there has been a pronounced trend in collective bargaining toward the provision of much more generous pensions, and that the thinking is strongly in terms of using years of service rather than a stated age as a basis for retirement.** "The goal of the larger unions is for pensions amounting to 75 per cent of a worker's earnings in the years immediately before retirement, after 30 years of service. Right now we have some agreements in force, with pensions reaching between 60 and 70 per cent for workers in the low-to middle-wage groups. And we've bargained for plans allowing for normal retirement as early as 62 after a minimum of 10 years of service."

"Certainly the trends in bargaining have pushed up the cost of providing pensions. The pension is no longer looked upon as a reward for long and faithful service, but as a right and as part of the total wage packet. What is happening is that workers are choosing to defer a larger proportion of wage increases in the form of better provisions for their retirement. I believe most employers take this into account when measuring costs." **The use of service and not age as a basis for retirement will probably increase pension costs even further, says Milling; but in his opinion this will not have an adverse effect on the hiring of older workers.**

"If retirement was based on 30 years service, an employer would have no cause for reluctance in hiring a worker of 45 or 50 because of pension costs—that worker will never be able to accumulate 30 years. And one must bear in mind that the increase in pension costs depends on the use of opportunity. In our experience, as many as half of those who are entitled to retire at 60 or 62, go on working till they are 65."

Training program

Canada's pension legislation has aroused a great deal of interest in other countries. Requests for information have been received from government sources, businesses and labour unions in England, the United States, Australia and elsewhere.

And in Toronto, Humber College of Applied Arts and Technology has introduced the first training program in North America that conducts specialized courses on pension and other employee benefit plans. Since the summer of 1969 the college has run a number of three-week seminars for people who work in the administration of such plans. Over 100 participants from all parts of Canada have attended. The course covers an analysis of various kinds of benefit programs and a review of relevant legislation. Speakers include specialists and consultants from government agencies and industry.

"With the growing complexity in the design, control and administration of employee benefit plans, formal training in administration is now a vital necessity," says James Brodie, lecturer in Business Law at Humber College, and leader of the seminar program. "Yet there is still, even among administrators, a great lack of knowledge



and misunderstanding of the intent of pension planning and the implications of the legislation."

There are, however, encouraging signs that, at all levels of society, there is increasing awareness of the need for better information and improved communication on a concept designed to help, and not hinder, man's enjoyment of a serene old age.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

Price indexes

Consumer, March

The consumer price index (1961 = 100) increased by 0.3 per cent to 131.3 in March from 130.9 in February, and was 1.9 per cent higher than a year ago. In the last three months, December 1970-March 1971, the all-items index recorded a 1.2 per cent increase, the largest advance for this quarter in more than 10 years. All major components increased in March except tobacco and alcohol; they were unchanged.

The food index advanced 0.5 per cent to 128.2 from 127.5 as a result of a 0.6 per cent increase in the price of food consumed at home and a 0.1 per cent increase in restaurant meal prices. It was the third consecutive month in which the average level of food prices had risen, but the index was still 2.8 per cent below its August 1970 peak and 1.8 per cent lower than in March 1970. The price of fruits increased in March by 4.2 per cent, and vegetables by 2.2 per cent—fresh fruits advanced 6.6 per cent and fresh vegetables, 3.3 per cent. Canned fruit prices rose 0.3 per cent, and canned vegetable prices declined 0.2 per cent.

The bakery and cereal products index advanced 1.1 per cent, with general price increases recorded for bread 1.5 per cent, corn flakes 2.1 per cent, and cookies 1.9 per cent. Higher prices were registered also for sugar 2.3 per cent, soft drinks 3.2 per cent, infants' food 1.0 per cent, tea bags 0.9 per cent, and jelly powders 1.9 per cent. The meat, fish and poultry component recorded an increase of 0.9 per cent. A rise of 0.9 per cent for beef reflected increases at the wholesale level. Pork prices advanced 0.6 per cent, chicken 2.2 per cent, and fish (fresh and frozen) 1.8 per cent. Whole milk prices increased slightly in some major Ontario and Québec cities; cheeses and canned milks registered general price increases. Egg prices decreased by 5.5 per cent in March, their lowest level since February 1965.

The housing index rose 0.2 per cent to 134.8 from 134.5, and was 4.3 per cent higher than a year ago. There were increases of 0.1 per cent in the shelter component, and 0.3 per cent for household operation. Within the shelter component, the new houses index advanced 0.4 per cent and rents increased 0.1 per cent. Mixed price movements were recorded among household operation components. Because of higher electricity rates in Toronto, there was an increase of 0.3 per cent in the fuel and lighting index. The cost of furniture rose 1.0 per cent when sale prices were discontinued. Appliance prices advanced 0.4 per cent because of higher prices associated with the introduction of new models and the removal of some sale prices. The household supplies component increased 1.0 per cent, owing to higher prices for toilet paper 4.5 per cent, detergents 1.1 per cent, bleach 2.5 per cent and waxed paper 1.0 per cent. The components for floor coverings and textiles each declined 0.2 per cent, and utensils and equipment 0.4 per cent. The largest annual increases were recorded for home-ownership 8.3 per cent, and fuel and lighting 5.0 per cent.

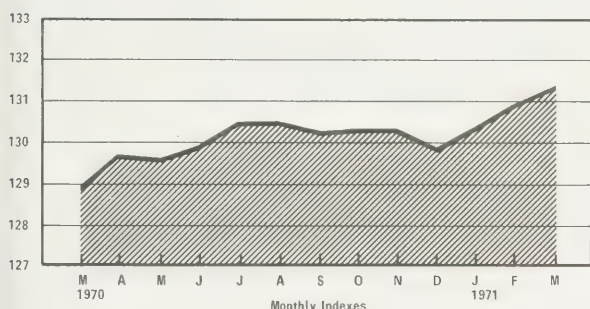
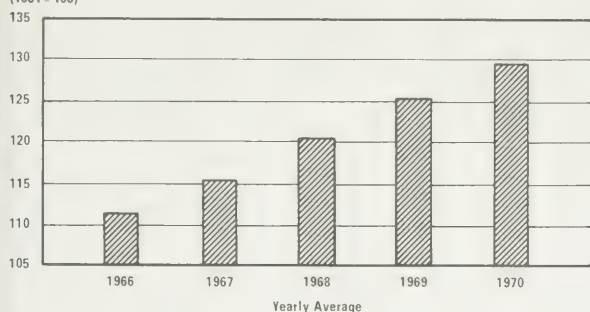
The clothing index advanced 0.7 per cent to 126.8 from 125.9, reflecting increased prices for men's wear 1.3 per cent, women's wear 0.2 per cent, children's wear 1.4 per cent, footwear 0.6 per cent, piece goods 0.2 per cent, and clothing services 0.9 per cent. Higher prices for men's and women's dress shoes were responsible for the increase in the footwear index. Clothing service charges rose in several cities. Between March 1970 and March 1971 the clothing index advanced 0.6 per cent.

The transportation index increased 0.4 per cent to 128.8 from 128.3 and was 3.9 per cent above its level of a year ago. In the automobile operation component, the cost of most items, with the exception of tires and batteries, increased. New passenger car prices advanced 0.3 per cent, chassis lubrications 2.0 per cent and licence fees 0.5 per cent.

The health and personal care index rose 0.2 per cent to 141.0 from 140.7 and was 2.4 per cent higher than in March 1970. There was an increase of 0.7 per cent for toiletry items—cleansing tissue advanced 4.6 per cent and toothpaste 1.3 per cent. The recreation and reading index increased 0.1 per cent to 135.0 from 134.8 and was 4.2 per cent above its March 1970 level. Increased

Consumer Price Index

(1961 = 100)



newspaper subscription rates in Toronto and Victoria, and higher prices for phonograph records and T.V. repairs in several cities, outweighed price declines for television sets. The tobacco and alcohol index remained unchanged from its February level of 127.6 and was 0.9 per cent above its level of March 1970.

City consumer, March

The consumer price index (1961=100) rose in eight regional cities and remained unchanged in the two Prairie city-combinations. The increases ranged from 0.2 per cent to 0.5 per cent.

Food indexes advanced in eight cities because of higher prices for most meats and fresh produce items across the country. In Edmonton-Calgary the food index was unchanged, and in Saskatoon-Regina it declined marginally. Housing indexes moved up in eight cities, mainly because of increased prices for home furnishings. Advances in the clothing index were registered in nine cities as many apparel items were back to regular prices from midwinter sales. Transportation indexes rose in nine

cities, reflecting higher automobile operating charges and increased air fares on North American routes. Components for health and personal care, and for recreation and reading, registered mixed movements across the country. The tobacco and alcohol indexes were unchanged.

Other price changes were: Ottawa +0.7 to 129.0; Halifax +0.6 to 124.4; Montreal +0.6 to 125.3; Saint John +0.5 to 123.5; Toronto +0.5 to 127.7; Winnipeg +0.4 to 127.2; St. John's +0.2 to 121.8; Vancouver +0.2 to 125.7; Saskatoon-Regina unchanged at 122.0; Edmonton-Calgary unchanged at 127.3

Wholesale

The general wholesale index (1935-39=100) advanced 0.2 per cent in March to 287.0 from the revised February index of 286.4. It was 1.0 per cent lower than the March 1970 index of 289.9. Six of the eight major group indexes were higher, one declined, and the remaining group, vegetable products, was unchanged at 240.9.

The non-ferrous metals products group index rose 1.5 per cent in March to 260.3 from 256.5 on higher prices for export sales of refined copper, and silver. An increase of 0.5 per cent to 379.6 from 377.8 in the wood products group index reflected price increases for cedar, fir and spruce. The chemical products group index moved up 0.4 per cent to 230.2 from 229.2 on higher prices for soaps and detergents. The textile products group index advanced 0.3 per cent to 261.2 from 260.5 on price increases for cotton knit goods and raw cotton. Fractional increases were recorded for the iron products group, to 312.5 from 312.4, and for the non-metallic minerals group, to 223.6 from 223.5. The animal products group index declined 0.5 per cent in March to 322.7 from 324.2, mainly in response to lower prices for livestock, fresh meats, and hides and skins.

U.S. consumer, March

The United States consumer price index (1967=100), seasonally adjusted, rose 0.2 per cent in March to 119.8. Price developments in March included declines in the cost of new cars and women's apparel and in mortgage interest rates. There were substantial increases in the prices of foods such as meat, fish, dairy products, poultry, fruits and vegetables. Prices advanced, too, for men's apparel, footwear, used cars, home repair services, water and sewer rates, and local transit fares. Such items as rent and automobile insurance rates also rose slightly.



Don't stop the trains



Canada's National Transportation Policy is outdated and totally alien to present-day thinking, the Canadian Railway Labour Association said April 19 in its annual brief to the Cabinet. The CRLA, which represents all of the country's 100,000 organized railway workers, said the 1967 National Transportation Act, based on studies carried out in the late fifties by the MacPherson Royal Commission established in 1957, was "too negative."

The conclusions of many of those studies according to the brief, "are totally alien to present-day thinking, in that they ignore completely the quality of life and environment. It is no exaggeration to say that under the present legislation, the entire question of rail passenger transportation begins and ends in a negative vein. The Act has a built-in bias in favour of economic viability as the main criterion for determining railway passenger transportation needs . . ."

Railways are "the most acceptable means of moving masses of people on an urban, interurban and national basis," the brief added, and to allow the continued decimation of rail passenger service is "complete folly." The railway association wants "a total freeze on all further attempts to discontinue, reduce, alter or change the character of rail passenger service until the present legislation is re-assessed." The present legislation, it added, should be referred to the Standing Committee on Transport and Communication for intensive study.

In commenting on the prevailing "massive unemployment and virtually stagnant economy," the brief suggested that **steps be taken immediately to reduce income taxes for low income earners and that the federal Government must inject "more funds into housing construction, which will have an almost immediate impact on the level of economic activity."** The brief, stating that a great deal of discussion had centred around delineating the causes of inflation, declared that "the emphasis given to seeking the causes of inflation has distracted us from a much more important and fundamental problem, namely the achievement of an equitable distribution of rising incomes in the economy."

The railwaymen assert there had been "little or no redistribution of income amongst the major sectors of the economy over a considerable period of time" and challenged the Government to make a determined effort "to appraise the long-term situation and from there go on to evaluate what represents a fair and equitable distribution of income."

On the Unemployment Insurance Bill, the railwaymen had reservations about the "regulations that will be drafted to implement the intent of the Bill." They felt, the brief said, "that monies paid to an employee during the two-week waiting period from a negotiated supplemental unemployment benefit plan or from a negotiated health and welfare plan" should not in any way be considered earnings as defined by the regulations.

"To define these payments as earnings would place us in the untenable position of forfeiting our present benefits, to which we are entitled, during the proposed government waiting period in order to become eligible for unemployment insurance benefits, or of maintaining our present benefits under the private plans and forfeiting our rights to unemployment insurance benefits." That would be a clear act of discrimination, the brief said. The railwaymen said they did not believe it was the intent of the Bill to place employees who had layoff or sickness benefits prior to unemployment benefits in an "either/or" situation. "Surely it was the intent of the Bill for payments from unemployment insurance to secure basic minimum protection and to supplement the payments under private plans." The brief asked also that there be no cutback in unemployment insurance benefits for those aged 65 and over until a guaranteed annual income plan is implemented or until Canada and Québec pension plans are revised so that employees will not be forced to seek work at 65.

The brief urged also a phasing-in of drugs, dental and optical services charges into Medicare. **On community health centres, the brief recommended that the federal Government "provide an aid program in concert with the provinces designed to provide funds for the initial development costs of such centres until such time as the centres become self-financing; and make mortgages or loans available under the Central Mortgage and Housing Corporation to health foundations for the purpose of constructing health centre facilities."**

The brief made reference also to the new Labour (Standards) Code Bill. In regard to the section on advance notice to employees when layoffs occur, the Association warned the Government against making regulations too restrictive and thereby neutralizing the intent of the Bill. The brief added further that "a look at the regulations adopted in Ontario governing similar legislation recently enacted is a perfect example of how legislation can be completely neutralized so as to make the legislation no more than window-dressing."

On the notice of terminations, the railwaymen made one qualification. "In supporting the provision of such notice in the Bill, we wish it to be completely understood that we believe such action must be complemented by changes in the Industrial Relations and Disputes Investigation Act, whereby terminations or the adverse effects resulting from changes in working conditions will be the subject of negotiations between companies and unions. As you are well aware, we are referring to the introduction of the principles espoused by Mr. Justice Freeman."

The railwaymen said that they could not help being pleased with the increase in the minimum wage, but thought the proposed \$1.75 increase fell short of the required amount, and they suggested a minimum of no less than \$2.25 an hour. "While discussing the question of the minimum wage as it relates in particular to railway hotels, we wish to make it very clear that we support the continued inclusion of railway hotels in federal jurisdiction, which would, per se, require all railway hotels to pay no less than federal minimum wage. We endorse the proposal in the Bill that will enable adjustments in the minimum wage by Order in Council on the recommendation of the Minister of Labour."

In their submission, the railwaymen said they were fully aware of the difficulties that had been encountered in applying the hours of work provisions of the Code. "Nevertheless, while recognizing these difficulties, we do not believe that the intent of the legislation, which enabled Canada only in 1965 to attempt to comply with Convention 1, Hours of Work, passed by the International Labour Organization in 1919, should be changed to any degree." The difficulty in attempting to apply the hours of work provisions arose because the railway industry is divided into two areas, the non-op employees and the running trades employees. Once the new Bill is enacted, they said, they do not want any deferment to be granted to the non-ops but the position of the running trades employees had to be examined in the context of the railways' acting as common carriers. "We believe that the running trades group, only 13 per cent of whom were shown in a study some years ago to be working in excess of the hours of work provision, should be exempt from the hours of work provisions of the Act, subject to the approval by the Minister of Labour of the collective agreement in this regard."

The Bill establishing a Canada Development Corporation came in for some criticism. The brief said that a corporation of this type was essential to govern and control the level of foreign control of Canadian industries, but they believed that as envisaged in the Bill it would have little impact in limiting further increases of foreign capital nor would it result in the development of Canada. Their main criticism was the fact that the Corporation would not be answerable to Parliament. "We believe that the Corporation should indeed be a Crown Corporation and should have as its primary aim the promotion and development of Canadian industries in the national interest, and that as such should be responsible for its decisions and actions to Parliament."

Other topics covered in the brief included income security, tax reform and protection at level crossings.

Government's reply

Five cabinet ministers attended the presentation: Labour Minister Bryce Mackasey, Finance Minister E.J. Benson, Manpower Minister Otto Lang, Agriculture Minister H.A. Olson, and Robert Andras, designated as Minister for Housing and Urban Affairs. Missing was Transport Minister Don Jamieson, whose flight had been cancelled because of fog.

Labour Minister Mackasey, who chaired the meeting, told the seven-member railway executive that he was pleased the union approved of the Labour Standards Code in the main and that the subject of the minimum wage on which they had reservations would be the topic of a meeting that weekend with provincial labour leaders. On several occasions in the House of Commons, Mr. Mackasey said, he had urged that railway hotels, especially the CNR's, should respect minimum wages. **"I gave orders to the Department of Justice to proceed with violations," he said, "and I believe there is a test case before the courts at the moment in Alberta."**

As far as the hours of work were concerned, Mr. Mackasey told the railwaymen, "we want to adhere to the Code as realistically as possible and also adhere to practicality." He said that the Industrial Relations and Disputes Investigation Act was now in the process of being drafted and could go before the House before the summer break. The Unemployment Insurance Bill, Mr. Mackasey said, was designed to provide temporary help. "We are providing unemployment insurance, not sickness

insurance." He added that he did not want to see employers shifting responsibility to the Unemployment Insurance Commission but he promised a definite in-depth study of the CRLA proposals.

Speaking of the economy in general, the Minister said he personally did not favour legislation for price and wage control, but some form of voluntary price and wage restraint might be in order in another inflationary period. Finance Minister Edgar Benson felt that the CRLA representation was similar to what the CLC had brought forward earlier. He told railwaymen that "no country has been able to control inflation without fiscal and monetary means."

As far as a reduction of taxes was concerned, Mr. Benson said that it would mean a loss of \$1 billion in revenue and entail an additional large-scale borrowing; thus forcing interest rates higher.

"One of our strong points is our exports," he said. "They stimulate the economy and that is why we are starting to recover earlier than the United States." Canadians could also, he said, look forward to a record year in housing construction.

Labour, Mr. Benson said, took 70 per cent of the gross national income in 1965; corporate profits were 16 per cent of the total. Labour's share in 1956 was 63.4 per cent, and profits accounted for 18.2 per cent. The Minister said also that he disagreed with the CRLA's concept of the Canada Development Corporation. He said it was a way of accumulating funds from Canadians who would not otherwise be investing. And as for the CRLA stand against foreign ownership, Mr. Benson said that the Government had taken "a great many steps, but always, of course, on an ad hoc basis."

Robert Andras, minister responsible for housing, said the Government was putting its main emphasis on decent accommodation for people of lower income and to some considerable degree they were having success. He assured the CRLA executive, however, that there was no feeling of complacency about this success, that the housing problem was much broader than just house building, and that it affected many things. He said also that he shared the union view that some modes of transportation involved hidden social costs such as pollution and overcrowding in big cities. Officials in his department, he said, were in the process of studying the relationship between transportation and urban development.

Mr. Andras called an "intriguing principle" a suggestion by the CRLA that the Government make mortgages or loans available under the Central Mortgage and Housing Corporation of Canada for the purpose of constructing health centre facilities. He said this idea should be examined by his colleague, Health Minister Munro.

Otto Lang, minister responsible for the Wheat Board, told the CRLA delegation that farmers are smarting at large wage settlements because they feel that each settlement is an extra cost burden for them. The rail unions, he said, are a responsible group but there is increasing anger among western farmers at "the use of the strike as the end result of collective bargaining."

The minister's statement brought the only angry reaction during the otherwise amiable meeting. "If the Minister is going to disseminate that kind of propaganda," Mr. McGregor retorted, "then we're certainly going to have a rift between farmers and the labour movement." There was no doubt, McGregor said, that some farmers might feel hostile to organized labour, but "if they knew the

facts, they would understand that we're not at any time asking for more than our share." Labour Minister Mackasey then observed that a recent strike threat by 4,200 railway locomotive engineers was the first by the union in 63 years.

CRLA Research Director Peter Carew suggested in his rebuttal to Mr. Lang that farm attitudes toward organized labour were not based on facts. "You can't tell a man who is earning \$7,000 or \$8,000 a year that he's making too much," Mr. Carew said. He then turned his sights on Finance Minister Benson who had stressed the importance of breaking out of the "vicious circle" of high employment and excessive inflation or a situation of high unemployment and mild inflation. Mr. Benson had earlier pointed to the comparative state of the economy with that of the United States and had attempted to demonstrate that there had been a meaningful redistribution of income to labour which in part, he claimed, was due to Government policies. "Government spokesmen have, on a number of occasions, used the crude statistics published by the Dominion Bureau of Statistics to try to prove there has been a redistribution of income to labour," Mr. Carew said. "Mr. Ben-



son pointed out that in 1970 the share of national income going to labour was at an all-time high of approximately 74 per cent, whereas the share going to profits had declined to around 11 per cent.

"First of all, to take a single year's figures as being indicative of a trend provides a distortion of the true facts. There is no denying that the 74 per cent does represent the highest share ever going to labour. This was only to be expected in the hard market conditions that exist today. It is also to be expected that as the market softens, labour's share will decrease to the extent that at the end of 1971 or 1972, it might well fall back closer to 72 per cent of the national income. Thus it is only over a long-term period that a true picture or trend in the distribution of income can be painted."

Mr. Carew argued also that the portrayal of such figures made no allowance for the increase in the number of 'paid workers' in the economy as a proportion of the total labour force. "There has been a continuing increase in the proportion of paid workers in the labour force over the years. In 1970 almost 87 per cent of the workforce were paid workers: in 1960 paid workers represented approximately 81 per cent of the workforce. During that same period, labour's share of the national income rose from 66.5 per cent to the inflated figure of 74 per cent in 1970. Allowing for the inflated figure of 1970, it can be seen that **the increase in the proportion of national income accruing to labour is approximately equal to the increase in the proportion of paid workers in the labour force. In other words, in per capita terms, labour is no better off, there being no per capita redistribution of income to labour.**"

This latter analysis, he said, did not allow for all the conceptual and statistical difficulties in measuring the distribution of income, "yet it unquestionably shows a much truer picture than the simple interpretation of the DBS figures used by Government spokesmen to justify economic policies."

Having recognized the many conceptual and statistical difficulties in analysing the distribution of income, Mr. Carew said, the CRLA had suggested in the brief that the Government undertake an in-depth study of such distribution over the long term so that the degree of redistribution of income either within or among the

sectors of the economy could be assessed in an intelligent manner. Such a study, he said, would build the framework for economic policies that would help Canada to break out of the 'vicious circle' of which the Minister of Finance talked.

"Once again the Government attempted to justify its policies by a comparison to the economic performance of other countries, particularly the United States," Mr. Carew said. "Again the Minister of Finance claimed as justification for, or a rationale of the high level of unemployment, that the Government had no idea that its competitors would be prepared to tolerate higher rates of inflation and lower levels of unemployment than Canada. Presumably he was suggesting that had the Government been able to forecast such an eventuality it would have softened its own policies."

A look at the record of other economies, particularly the European economies, he said, clearly showed that **they have in the past paid much closer attention to maintaining relatively full employment and accepting moderate levels of price increases**, and there was certainly nothing to suggest that they were suddenly about to reverse their postwar policies at this time. He agreed that the levels of unemployment in these countries had risen, but pointed out that they still remained far below that of Canada's and have continually done so. Britain's level of unemployment is at present at its highest postwar level, but still remains only at 3 per cent, modest by Canadian standards.

"Lastly, Mr. Benson and Government spokesmen are apparently taking satisfaction from the fact that after some ten years of exceeding the United States unemployment level, Canada has in March 1971 matched that level. The matching of unemployment levels at 6 per cent is not, we feel, something to be hailed, but something for which the Government should be chastised, even allowing for the close inter-relationship of the two economies," Mr. Carew said. "In conclusion, we cannot accept the rebuttal of our submission made by the Government. Indeed we believe the arguments put forward by the Government to be a mere rationalization for a short-sighted, inept and misguided policy."

Coping safely with work

To cope adequately with stress, you should try to turn your work into play, suggests Dr. Hans Selye, Director of the Institute of Experimental Medicine, University of Montreal. Dr. Selye was speaking at the annual conference of the Industrial Accident Prevention Associations held in Toronto in April.

He defined stress as an alertness of the body to meet an emergency. The question is not whether you have stress—"only after death do you have no stress at all"—but how much.

Some diseases are caused only by stress, he said. In pre-disposed people, any kind of stress will produce a particular disease. "Frustration and the fear of censure are elements usually found in patients with gastric ulcers, heart failures and headaches," says Dr. Selye.

"You have to be able to live with stress, and the best way is to develop a logical way of life, develop a balance between work and play, between leisure and activity." "Work is what you have to do. Play is what you want to do. It may be the same thing because what is work for one person is play for another. It is harmful to work; it is not at all harmful to play." The trick is to make your work into play, he said. "Many outstanding persons have used this concept with great success. It is a fallacy to think that the salvation of humanity should be to work less and less and have more leisure. Leisure hours for what? What do we want to do with this leisure? Having no work is one of the greatest punishments to which a human being can be subjected."

Dr. Selye thinks that efficient people who are good at their job don't look forward to retirement. "It is the people who have not been very successful who want to take refuge in doing nothing. Then they don't know what to do with themselves. If we want more leisure hours we ought to try to find things that we consider play, and that amuse us. People should be productive and also respect what they are doing," he said.

Noise pollution

Long exposure to excessive sound can produce a loss in hearing that cannot be corrected, C.L. Harris, Safety Supervisor, International Harvester Co. of Canada Ltd., told delegates attending the conference. "Hearing loss of this type can happen within a few months to many years depending upon the loudness and the duration of the exposure," said Mr. Harris. "A workman with hearing loss is usually able to carry on with his job but with a handicap. Problems arise when speech signals or directions are misunderstood and cause an error."

Laws regulating the amount of noise in industry are in the process of being established, and more is being learned about the effect of noise. To solve the noise problem, Mr. Harris said that industry should make a survey to determine where there are noisy areas and high noise levels; set up a program to measure hearing loss



in employees; and start a program to control noise exposure either by reducing the amount of noise produced or by having employees wear personal protection such as ear muffs or plugs. Few manufacturing concerns are free from potentially damaging noise levels, Mr. Harris said. More studies are needed to determine what level and type of noise cause hearing damage.

Alcoholism at work

Seventy thousand persons who are suffering from alcoholism are on somebody's payroll in Ontario, John D. Caldwell told a special session on drug and alcohol addiction during the conference. Mr. Caldwell, Industrial Consultant at the Addiction Research Foundation, Toronto, added that "alcohol is the most damaging, the most disabling and the most costly drug in our society."

The problems of the alcoholic are varied, Mr. Caldwell said. He has physical problems with his liver and heart or from malnutrition; psychological and family problems; job and financial problems; and legal problems from impaired driving.

To provide total treatment to cover these problems, the Addiction Research Foundation has a treatment centre in Rosedale, Toronto, administered by a team of physicians, psychologists, social workers, public health nurses and occupational therapists. Treatment at the centre lasts about three or four weeks. After the patient returns to work, he has group treatment that lasts up to a year.

"The alcoholic doesn't have a high accident rate at work, but sooner or later his performance on the job begins to fail.

"The supervisor is the man to spot an alcoholic. Some companies send their supervisors to the Foundation for training sessions on recognizing alcoholism in employees."

Supervisors are trained to intervene in the early stages when work performance is affected. The supervisor tells the alcoholic, "Look, you're not doing the job we know you can do. You have a problem. Go to the doctor. If you do what he tells you and follow treatment, we will protect your job, your seniority, your sick benefits, and treat you as any other sick person."

Supervisors will have little difficulty spotting an alcoholic because he is absent about three times as often as an average worker. When at work, his supervisor can't find him; he is at work, but not feeling well. His fellow workers cover up for him, preach to him, tell him to go home and straighten out. The alcoholic is often late,

yet his accident rate may be only twice that of the average employee. "The alcoholic is clever while he's at work, but his accident rate off the job will be very, very high . . . it is on the highway, and it will be horrendous," Mr. Caldwell said.

Chemical handling

Consumers must be educated to use products safely, says Dr. L.W. Shemilt, President of the Chemical Institute of Canada and Dean of Engineering at McMaster University, Hamilton. "It is no longer a question of persuading people to do something against their will," Dr. Shemilt told delegates attending the safety conference. "People want to protect themselves and their children from the dangers of carelessness, ignorance and excessive consumption of useful but potentially hazardous products."

In recent years the public has indicated that they want to have more information, and that they are prepared

to seek it out when it is not immediately available, Dr. Shemilt said. Hazards in chemical products have to be minimized, and this had to include warning labels for which new regulations are now in effect in Canada. "Real safety is built in by the engineering and chemical design of products, not by the printing on a label," he said. "We must deliberately design for safety. We must anticipate misuses and design to prevent predictable mis-applications of chemical products."

Speed was important in the setting of safety standards. Old standards had to be revised frequently and new products have standards set for them quickly. Government regulations were much faster in achieving safety standards than industry, which would be doing it only on a voluntary basis, Dr. Shemilt observed. Product testing should remain the responsibility of industry since it has the expertise. But the establishment and monitoring of standards had to be done with the co-operation of government.

Employment injuries in Canada in 1970

For several years the Economic and Research Branch of the Canada Department of Labour has compiled and published statistics on employment injuries in Canadian industry. **These statistics are given in Tables H-1 to H-9 on pages 501 to 511 of this publication.** The non-fatal and fatal employment injuries covered in this review are those suffered by persons gainfully employed. They occurred during the course of, or arose out of, their employment, and they include deaths and employment injuries resulting from industrial diseases.

These tables are compiled from reports received from the various provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are also used to supplement the statistics and in the case of industries that are not covered by Workmen's Compensation Legislation, newspaper reports are the only

source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain service groups is not as complete as in industries covered by Workmen's Compensation Legislation. Also, traffic accidents that are in fact industrial may not be included in our figures because of lack of information in press reports.

It should be noted also that the figures reported for 1970 are preliminary. The number of employment injuries that occurred during the period under review is usually greater than indicated in the tables. Revised statistics, however, will be available in the 1972 annual review.

As indicated in Table H-1, the total number of fatalities reported by Workmen's Compensation Boards in 1970 was 956. But, as indicated in Table H-4, the total number of fatalities reported to the Canada Department of Labour for 1970 was 846. At the time of preparation of this report, certain fatalities had not yet been reported to the Department and so the ratio of fatalities reported by the Workmen's Compensation Boards to the total recorded by the Canada Department of Labour for 1970 exceeds 100 as shown in Table H-1.

Preliminary figures for 1970 indicate that there were 293,982 temporary disability injuries, 16,147 permanent disability injuries and 956 fatalities in Canadian industry.

Table H-2 presents data on the Workmen's Compensation settlement rates, that is, the number of claims settled by the various Workmen's Compensation Boards in relation to each 10,000 workers employed. For 1970, the rate for temporary disability was 373.1; for permanent disability, 20.5; and for fatalities, 1.2.

Table H-3 presents a two-year comparative analysis by province of the employment injuries reported to Workmen's Compensation Boards in 1969 and 1970. In addition to those injuries recorded in Table H-1, Table H-3 includes 502,179 medical aid cases. **In 1970, preliminary figures indicate that 813,264 injuries of all types have been reported for Canada.** The provincial totals vary from 372,444 in Ontario as a maximum to a minimum of 2,041 in Prince Edward Island.

Table H-4 is concerned with employment fatalities only, on an industrial basis for the years 1961 to 1970. This table is compiled from other sources mentioned above such as newspaper reports, as well as Workmen's Compensation Board reports. As indicated, the total number of fatalities in 1970 was 846. The largest number of fatalities, 168, occurred in the construction industry, and manufacturing was second highest with 150. The finance industry recorded the smallest number of fatalities, 3. This is followed by the agriculture industry, which recorded only 13 fatalities. There were 7 fatalities reported where the industry had not been specified. Figures for 1970 indicate that the percentage of fatalities experienced by each industry did not vary to any great extent from the previous year.

Table H-5 gives an analysis of the fatality rates per 10,000 workers employed on an industrial basis from 1961-1970. **Forestry leads the list with a fatality rate of 11.1 and is followed by fishing with 10.5 and mining**

with 9.6. Although fishing is one of the industries with the least number of fatalities, it has the second highest fatality rate. The lowest fatality rates were in the finance industry with 0.1, and the service industry with 0.2. For all industries the fatality rate in 1970 was 1.1 compared with a 1.6 average rate for the past 10 years. The data seem to indicate a tendency of general decline for fatality rates, which may suggest an increased employer and employee consciousness of industrial safety practices.

Table H-6 presents a more detailed industrial analysis of the total employment fatalities by province for 1969 and 1970.

Table H-7 analyzes the type of accident that caused the fatality. **Of the total of 846 fatalities in 1970, 197 were caused by collisions, derailments or wrecks, 178 were due to falls and slips and 177 were the result of a person being struck by an object.** The data also indicate that the least number of fatalities was caused by a person striking against or stepping on an object. This type accounted for only one fatal injury.

Table H-8 presents employment fatalities by industry and occupation on a comparative basis for 1969 and 1970. As indicated in the table, **craftsmen, production process and related workers incurred the largest number of fatalities, 259.** The group of workers experiencing the least number of fatalities were farmers and farm workers with 11. The occupational group, miners, quarrymen and related workers, however, experienced the highest fatality rate per 10,000 workers employed with a rate of 17.41. The clerical workers experienced the lowest fatality rate with 0.13 fatalities per 10,000 workers employed. There were 8 fatalities reported where the occupation of the worker involved was not specified.

The final table, Table H-9, analyzes the fatality rates by sex, broken down into three sections, sex and industry, sex and occupation, and sex and age group. As indicated in the table, **during 1970 only 4 fatalities out of the total 846 were women.** With regard to the sex and age analysis, the 65 years of age and over group incurred the highest fatality rate of 2.73. The lowest fatality rate was experienced by the 14-19 years of age group with 0.46 fatalities per 10,000 workers employed.

During 1970, preliminary figures indicate that there were 16 multi-fatality accidents. These accidents resulted in death to 75 workmen. For a more detailed analysis of these accidents, see the quarterly reports in the August, November, February and May editions of The Labour Gazette.

Advance notice in a plant shutdown

In February 1969 Kelvinator of Canada Ltd. announced that it would close its London, Ont., plant in five months. Taking advantage of the opportunity "to determine whether advance notice aided in the re-employment of a large group of older production workers," the University of Western Ontario initiated a study under Prof. Bernard Portis and Michel G. Suys of the University's School of Business Administration. The results have been published in a pamphlet titled, **The Effect of Advance Notice in a Plant Shutdown: A Study of the Closing of the Kelvinator Plant in London, Ontario.**

"Oddly enough, there is not very much evidence that advance notice benefits many workers," stated Portis and Suys. The study team noted that many authorities on labour relations recommend granting advance notice of a shutdown to soften the blow on both the workers and the community at large. The Kelvinator closing provided the perfect opportunity to obtain evidence to support or refute the authorities' recommendation. Interviews were conducted after the announcement of the forthcoming shutdown but before the actual closing date. They were followed up by a questionnaire that concentrated on job-hunting by Kelvinator employees in the interim period.

When Kelvinator announced the closing, many of the 237 production workers were caught by surprise. The announcement did not contain full information on what was to happen and the company did not make any offer to aid or compensate the displaced workers. Some aid could have come from a committee that the London City Council set up shortly after the public announce-

ment. The committee was formed to negotiate with the owners of the Kelvinator plant and the federal Minister of Industry and provincial Minister of Trade and Development. The meetings with the company officials never materialized; the province lacked the machinery to deal with the problem directly and effectively. A representative of the Manpower Consultative Service of the federal Department of Manpower and Immigration, which exists to assist in such cases, did meet with company and union officials. **He drew up a plan recommending the creation of a joint Manpower Planning Committee "to administer problems associated with the phasing-out of the company's production plant," and asking that the company and the Manpower Department share the costs of relocation. The union supported the proposal; the company rejected it.** When its proposal was rejected by the company, the Consultative Service was forced to withdraw; their service must be accepted by both company and union in order to be used. There had been no close co-ordination of the work of the Consultative Committee and the local Canada Manpower Centre. Even after the Committee withdrew, the local Manpower Centre failed to provide any special program to place or advise affected employees. Thus, "despite the interest of various government officials and groups, no special program was enacted to assist Kelvinator workers."

Company concerns were limited almost exclusively to maintaining production and to avoiding further losses in sales. Production did run smoothly till the final date with two minor exceptions, one being a one-day wildcat strike over severance benefits and the other a small amount of damage during a production run. Only 26 per cent of the production workers left before the closing. In contrast, only 25 per cent of the office workers,

executives and foremen stayed on until that date. Enticed by severance benefits and intimidated by lack of employment opportunities, production workers clung to their jobs.

As a result, they missed out on a time of good prospects in the spring and summer of 1969 and encountered a general turndown in the economy that precluded successful job hunting after the shutdown. **Seven to nine months afterwards, 37 per cent of the laid-off workers were still not fully employed, including those still looking for work, receiving training or welfare, and those employed part time.** Some London area firms gave preference in hiring to former Kelvinator workers, but in the larger firms, because of the deluge of applications, preference was given to younger workers.

The report condemned federal and provincial inactivity. "Special efforts could have been made to register Kelvinator employees and assist them in finding employment in the London area prior to the shutdowns at Kelvinator. This might have reduced the number entering the labour market at the same time. Also some government agency could have approached employers who hire few older workers, to ask them to review the situation. Finally a greater effort would still have to be made to relocate Kelvinator workers outside the London area."

Left to their own devices to find re-employment, the Kelvinator production workers as a body faced several serious hurdles. For instance, the average numbers of years of seniority was 15 years. About 66 per cent of the workers were over 40 years at the time of shutdown and they were mostly men involved in assembly work. An additional drawback was the low level of education. Although only 23 per cent of the production workers failed to make some effort to find new employment before the shutdown, the report noted that there was "considerable variation by age in how workers looked for employment." The older men, especially those over 50, were less likely to take direct action. They relied

much more heavily on contacts. Unfortunately, these same men, already in a weaker position for finding re-employment, were also more likely to have taken no steps to relocate prior to the shutdown.

After beginning their search, many workers avidly pursued re-employment. But, "while many Kelvinator workers looked widely, they usually had no more than one job offer to accept or reject." The difficulty presented by a limited job market was not mitigated by any effective help from the company, union or private groups and agencies. Nonetheless, "as many as 42 per cent of the work force may have found jobs during the phase-out period," states the report.

A majority of those who had not found new jobs a month after the shutdown were pessimistic about their prospects. Most, however, agreed that they had been given enough advance notice, and the various combinations of severance benefits, vacation pay, return of pension fund contributions and supplementary unemployment benefits enabled them to withstand a short period of unemployment.

In summarizing the pros and cons of the five months of notice, Prof. Portis and Mr. Suys noted that the company had not suffered by its action. Most of the production staff had stayed. The only real increased cost of production had been the severance pay and the company might have offered this to maintain good community relations in any case. Forty-three per cent of the workers had been able to find jobs within a month after the shutdown and there had been sufficient time to negotiate a satisfactory severance pay arrangement. The notice might have been more effective had the company combined it with involvement in programs to assist the workers in relocating. Bill 96, recently enacted in Ontario, would require the co-operation of firms making mass layoffs in placing their workers (LG, Apr., p. 246). Such co-operation need not be costly to the employers and could help the relocation of displaced workers, the report points out.

The authors of the report conclude by saying: "... the Kelvinator shutdown indicates that the workers can make good use of advance notice to find re-employment. Special programs of placement, training or relocation are still desirable to reduce the high unemployment rate several months after shutdown. Such programs require close co-operation between the company dismissing the employees and the public agencies."

Unemployment insurance report

During February a total of 206,000 initial and renewal claims for benefit were filed. This represented a decrease of 82,000 or 29 per cent from the 288,000 filed in January, but an increase of 5,000 or 2 per cent from the claim load of February 1970. One year ago there was a 26 per cent decrease in the number of claims filed between January and February.

There were 888,000 claimants registered for unemployment insurance benefit at the end of February, an increase of 44,000 or 5 per cent from the end of January. While the number of claimants for seasonal benefit rose by 50,000, there were 6,000 fewer claimants for regular benefit. At the end of February 1970 the number of claimants totalled 694,000.

The average weekly estimate of beneficiaries during February was 692,000 in comparison with 591,000 in January and 549,000 in February 1970. For these three months, benefit payments and average weekly benefit were \$100.9 million or \$36.47, \$85.7 million or \$36.28 and \$77.6 million or \$35.34 respectively.

The Supplementary Unemployment Insurance Benefit of 10 per cent, effective 3 January 1971, is not included in the benefit payment data.

Summary Table

Activity	Cumulative Data				
	February 1971	January 1971	February 1970	January to February 1971	12 months ending February 1971
				February 1971	February 1971
(in thousands)					
Insured population at end of month.....	—	5,804	5,707	—	—
Initial and renewal claims filed:					
Total.....	206	288	201	494	2,288
Initial.....	164	226	155	390	1,703
Renewal.....	42	62	46	104	585
Claimants currently reporting to local offices.....	888	844	694	866*	572*
Beneficiaries (weekly average).....	692	591	549	692*	400*
Weeks compensated.....	2,768	2,363	2,196	51,304	20,553
Benefit paid.....	100,928†	85,713†	77,632	186,641†	727,730†
Average weekly benefit.....	\$36.47†	\$36.28†	\$35.34	\$36.38†	\$35.41†

* Monthly average.

† Supplementary Unemployment Insurance Benefits not included.

General topics

Employment review

Total employment in March, not adjusted for seasonality, was 7,686,000, an increase of 9,000 over the February level, and was 161,000 or 2.1 per cent higher than in March 1970. The reduction in the actual number of persons unemployed (not seasonally adjusted) from 675,000 to 650,000, was larger than average, but was 108,000 higher than a year ago. The labour force, at 8,336,000, was 16,000 lower than the February figure of 8,352,000, but was 269,000 or 3.3 per cent higher than in March 1970. The seasonally adjusted rate of unemployment fell from 6.2 to 6.0 in March; the unadjusted unemployment rate dropped from 8.1 to 7.8.

Employment

Among industries, the largest change between February and March was a reduction of 18,000 in employment in community, business and personal services. There were substantial increases in construction and agriculture. During this period, there was an increase of 21,000 in employment among women aged 25 and over; the number of employed men 25 and over was virtually unchanged. Employment of persons aged 14 to 24 declined by 12,000 in contrast to the normal seasonal increase.

Seasonally adjusted employment

The seasonally adjusted level of national employment was practically unchanged. There was a decrease of 14,000 in Ontario, an increase of 10,000 in the Prairie region, and smaller changes in other regions.

Unemployment

The decrease of 25,000 in the number of persons unemployed between February and March was owing to a decline of 18,000 in unemployment among persons aged 14 to 24; concurrently there was a slight decline in the number of unemployed persons 25 years and over.

Compared with a year ago, unemployment was higher by 45,000 among 14- to 24-year-olds, by 43,000 among men 25 years and over, and by 19,000 among women 25 years and over. The increase in unemployment between March 1970 and March 1971 was greater than the national increase in Ontario and British Columbia and less than average in Québec, the Prairie region and the Atlantic region.

Seasonally adjusted unemployment rates

Reductions from February in the seasonally adjusted rates of unemployment among persons aged 14 to 24 and women 25 years and over were responsible for the decrease in the overall rate. The rate for men 25 years and over in March remained unchanged from February and January. Regionally the seasonally adjusted rates of unemployment in Québec and Ontario declined between February and March. The rates in British Columbia and the Prairie region advanced.

Unemployment insurance fund

During March 23,541 investigations were completed across Canada. Of these, 10,600 were on-premises investigations, 2,505 were selective investigations and 1,984 were random sample investigations of claims to verify the fulfilment of statutory conditions. The remaining 743 formal investigations and 7,709 post-audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications resulting from false statements or misrepresentations made by claimants, numbered 3,508. Prosecutions were begun in 187 cases, all against claimants. This does not include employer prosecutions begun by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in March totalled \$47,269,152.45 compared with \$48,957,422.95 in February and \$46,229,380.85 in March 1970. **Benefits paid in March totalled \$114,301,673.16 compared with \$100,928,124.33 in February and \$84,019,117.84 in March last year.** The balance in the Fund on March 31, 1971 was \$322,982,248.64 compared with \$390,014,769.35 at the end of February and \$461,098,080.49 at the end of March 1970.

U.S. employment

Unemployment in April was 4,700,000 compared with 5,200,000 in March. The seasonally adjusted rate of unemployment was 6.1 per cent compared with 6.0 per cent in the previous month, and the actual rate of unemployment was 5.7 per cent compared with 6.2 per cent. The civilian labour force was 82,898,000.

July credits

Pension: Reward or Right? p. 448, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration. Written by Peggy Butler, Editor of **Task**, Ontario Department of Labour, the article originally appeared in that publication.

Unemployment insurance report, p. 469, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 476, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 474, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 425, 434, 436, 437, 438, 449, 451, 452, 455, 458, 464. Ian McKain, Victoria, B.C.: p. 423. The Public Archives of Canada: p. 432. CN Photo: p. 461, 478.

Decisions of the umpire

CUB 2982. The claimant quit his job as an electrician after three months of employment. He applied for benefit, saying that he had received a full week's pay only once during the three months because of strikes. The electrician's home was several hundred miles away from his place of work, so he had to pay his own board while away, and look after his family at home. When there was no sign of a settlement in the dispute, he decided to go home.

It was not the electrician's union that was on strike, but his union and those of other trades decided to respect the picket line that had been set up. The insurance officer told him that he was disqualified from receiving benefits because, **"You lost your employment by reason of a stoppage of work attributable to a labour dispute at the factory, workshop or other premises at which you were employed."**

The board of referees heard the electrician's appeal, and said that he could obtain relief from the disqualification by proving that he was not participating in, financing or directly interested in the dispute that caused the work stoppage. The board noted that, during the strike, the electrician had not received any benefit or pay from his union. The board consequently allowed the appeal, saying that **the claimant had stopped working "for a valid reason against his own will."**

The insurance officer then appealed to the Umpire. In his submission, the officer said that to obtain relief from the disqualification, the claimant would have to prove that members of his grade or class did not participate in the dispute. He went on to say that the employees in all trades, including the electricians, had respected the picket line. The claimant had crossed the picket line to get his tools after deciding to quit, and the union's business agent admitted that he had taken a great risk in doing this.

The umpire said that he couldn't blame the members of the unions for not crossing the picket line. He went on to say: "Jurisprudence, however, is quite specific in this regard. There being no proof that there was a real fear of immediate violence and no attempt having been made to cross the picket line, and as **the claimant did not try to go to work and thus complied with his union's usual practice, he is not entitled to unemployment insurance benefit.**"

The names of two other claimants were included in the appeal, and the umpire decided to confirm the disqualification for all three. He quashed the decision of the board of referees and allowed the insurance officer's appeal.

Industrial Relations and Disputes Investigation Act

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: Certification; and Conciliation.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Halifax and St. John's represent the Department in the Atlantic Provinces. In addition, there are Industry Specialists, located at Vancouver, Toronto, Ottawa and Montreal, whose main function is to maintain a continuing relationship with labour and management within specified industries to prevent serious disputes from arising, and to mediate such disputes when they do occur.

The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Conciliation

During April the Minister of Labour appointed conciliation officers to deal with the following disputes:

Cape Breton Broadcasters Limited (Radio Stations CJCX and CJCX, Sydney, N.S.) and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: C. A. Ogden).

New Brunswick Broadcasting Co. Ltd. (CHSJ-TV and CHSJ-Radio) Saint John, N.B., and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. L. Kervin).

M & P Transport Limited (Toronto Terminal) and General Truck Drivers' Union, Local 938 (Conciliation Officer: H. A. Fisher).

Canadian Lake Carriers' Association (representing various shipping companies) and Canadian Merchant Service Guild (Conciliation Officer: G. R. Doucet and Industry Specialist: T. B. McRae).

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment) Pinawa, Man., and International Association of Machinists and Aerospace Workers, Lodge 608 (Conciliation Officer: A. E. Kopel).

North Shipping & Transportation Limited, Québec, Qué., and Seafarers' International Union of Canada (Conciliation Officer: R. G. Dorion).

Yukon Builders' Exchange & Contractors' Association (representing General Enterprises Ltd.; G. W. Ledingham (Yukon) Ltd.; Humphrey Construction Ltd., and 918 Construction Ltd.) Whitehorse, Y.T., and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: G. W. Rogers).

Len Doey Construction, Whitehorse, Y.T., and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: G. W. Rogers).

Leroy Industries Ltd., Whitehorse, Y.T., and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: G. W. Rogers).

CFRA Limited, Ottawa, Ont., and Association of Canadian Television and Radio Artists (ACTRA) (Conciliation Officer: H. A. Fisher).

Yukon Construction Company Ltd., Whitehorse, Y.T., and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: G. W. Rogers).

Upper Lakes Shipping Limited (Grain Elevator Division) Goderich, Ont., and Federal Union 23736, CLC (Conciliation Officer: K. Hulse).

The Goderich Elevator & Transit Company Limited, Goderich, Ont., and Federal Union 23736, CLC (Conciliation Officer: K. Hulse).

British Overseas Airways Corporation, Montréal, Qué., and International Association of Machinists and Aerospace Workers, Lodge 2343 (Conciliation Officer: G. R. Doucet).

Settlements by conciliation officers

Canadian Pacific Air Lines Limited, Vancouver International Airport, and Lodge 764, International Association of Machinists and Aerospace Workers (representing printing department employees) (Conciliation Officer: D. H. Cameron) (LG, June, p. 394).

Robin Hood Flour Mills Limited, Saskatoon, Sask., and Local P342, Canadian Food and Allied Workers, chartered by Amalgamated Meat Cutters and Butcher Workmen of North America (Conciliation Officer: A. E. Koppel) (LG, May, p. 326).

General Aviation Services Ltd., Winnipeg International Airport and International Association of Machinists and Aerospace Workers, Spitfire Lodge 741 (Conciliation Officer: A. E. Koppel) (LG, May, p. 326).

Canadian Pacific Air Lines Limited, Vancouver International Airport, and Lodge 764, International Association of Machinists and Aerospace Workers (Conciliation Officer: D. H. Cameron) (LG, May, p. 326).

Yukon Builders' Exchange & Contractors' Association (representing Yukon Enterprises Ltd., and Yukon Ready Mix Company) Whitehorse, Y.T., and Building Material, Construction and Fuel Truck Drivers' Union, Local 213 (Conciliation Officer: G. W. Rogers) (LG, May, p. 326).

Conciliation boards appointed

The Newfoundland Broadcasting Company Limited (Radio and Television stations CJON, CJOX, CJCN) St. John's, Nfld., and National Association of Broadcast Employees and Technicians (LG, May, p. 326).

The Canada Coach Lines Limited, Hamilton, Ont., and Amalgamated Transit Union, Division 107 (LG, May, p. 326).

National Harbours Board, Port of Québec, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (representing general operations, maintenance and cold storage warehouse employees) (LG, May, p. 326).

Nation-Wide Interior Maintenance Co. Ltd., Montréal, Qué., and Building Service Employees' Union, Local 298-Q.F.L. (LG, May, p. 327).

Eldorado Nuclear Limited (Mining and Exploration Division) Eldorado, Sask., and United Steelworkers of America (LG, April, p. 267).

Brunterm Limited, Saint John, N.B., and International Longshoremen's Association, Local 273 (LG, March, p. 194).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established March to deal with a dispute between Defence Construction (1951) Limited (employees at Nanaimo, B.C. and Courcellette, Qué.) and Public Service Alliance of Canada (LG, June, p. 395) was fully constituted with the appointment of Judge James L. Lunney of North Bay, Ont., as chairman. Judge Lunney was appointed by the Minister on the joint recommendation of the other two members of the Board; company nominee S. Howard and union nominee Arthur Alexander Kube, both of Ottawa.

The Board of Conciliation and Investigation established in February to deal with a dispute between Channel Seven Television Limited (CJAY-TV), Winnipeg, Man., and National Association of Broadcast Employees and Technicians (LG, May, p. 327) was fully constituted with the appointment of Jack M. Chapman, Q.C., of Winnipeg, as chairman. Mr. Chapman was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Harold G. Piercy and union nominee J. A. Coulter, both of Winnipeg.

Conciliation board report received

Canadian Broadcasting Corporation and Le Syndicat général de cinéma et de la télévision (CSN) (LG, Feb., p. 123). (Full text appears in Supplement No. 4, 1971).

Settlements after Conciliation Board mediation

CP Rail (Atlantic, Eastern, Prairie and Pacific Regions, including Québec Central Railway) and Brotherhood of Locomotive Engineers (mediation assistance provided by Bernard Wilson) (LG, June, p. 396).

Canadian National Railways (Atlantic, St. Lawrence and Great Lakes, Prairies and Mountain Regions) and Brotherhood of Locomotive Engineers (mediation assistance provided by Bernard Wilson) (LG, June, p. 396).

Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213 (mediation assistance provided by R. Nat Gray and K. Hulse) (LG, June, p. 396).

Certification

The Canada Labour Relations Board met for three days during April. It granted two applications for certification and allowed the withdrawal of five. During the month the Board received eight applications for certification and two applications for revocation of certification.

Applications for certification granted

National Association of Broadcast Employees and Technicians on behalf of a unit of employees of The Sudbury Broadcasting Company Limited, Sudbury, Ont., employed at radio stations CHNO and CFBR (LG, Jan., p. 50).

International Association of Machinists and Aerospace Workers on behalf of a unit of commissary agents employed by Eastern Provincial Airways (1963) Limited, Gander, Nfld. (LG, June, p. 399). The application was granted by way of amending an existing certificate to include the employees affected (LG 1963, p. 1109).

Applications for certification withdrawn

Seafarers' International Union of Canada, applicant, Agence Maritime Inc., Québec, Qué., respondent, and International Union of District 50, United Mine Workers of America, intervener (LG 1966, p. 236).

Canadian Telecommunications Union, Division No. 43, United Telegraph Workers, applicant, and Canadian National Railways—Telecommunications Department, Toronto, Ont., respondent (LG, Dec. 1970, p. 881).

Canadian Union of Public Employees, applicant, and The Sudbury Airport Commission, Sudbury, Ont., respondent (LG, June, p. 399).

Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Atlantic Automobile Transport Limited, Moncton, N.B., respondent (LG, June, p. 399).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Western Terminals Limited, Cornerbrook, Nfld., respondent (LG, May, p. 329).

Applications for certification received

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hill Security Ltd., North Vancouver, B.C. (Investigating Officer: G. W. Rogers).

National Association of Broadcast Employees and Technicians on behalf of a unit of employees of La Compagnie de Radiodiffusion de Matane Ltée, Matane, Qué. employed at "La Voix Gaspésienne" (Investigating Officer: G. A. Plante).

Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Queensway Tank Lines Limited, Chesterville, Ont. (Investigating Officer: A. F. Tulloch).

International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Laverlochère Local 648, on behalf of a unit of employees employed on tug boats and sweep gangs by Canadian International Paper Company (Noranda Woods Division) and The Upper Ottawa Improvement Company, Témiscaming, Qué. (Investigating Officer: J. Coallier).

Canadian Union of Public Employees on behalf of a unit of employees of The Sudbury Airport Commission, Sudbury, Ont. (Investigating Officer: A. F. Tulloch).

International Union of Operating Engineers, Local 115, on behalf of a unit of garage employees employed at Burnaby, B.C., by H. M. Trimble & Sons Ltd., Calgary, Alta. (Investigating Officer: A. A. Franklin).

International Union of Operating Engineers, Local 115, on behalf of a unit of operators of heavy construction equipment employed by Yukon Construction Company Limited, Whitehorse, Y.T. (Investigating Officer: G. W. Rogers).

Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Atlantic Automobile Transport Limited, Moncton, N.B. (Investigating Officer: R. J. L. Kervin).

Applications for revocation received

J. C. L. Molyneaux, et al., applicants, British Overseas Airways Corporation, Montreal, Qué., respondent employer, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of

America (now International Union, United Automobile, Aerospace and Agricultural Implement Workers of America), respondent union. The application seeks revocation of the Board's Order of June 12, 1959, certifying the respondent union as the bargaining agent of a unit of employees of the company employed in the metropolitan district of Toronto, Ont. (LG 1959, p. 829).

R. J. McIntosh, et al., applicants, British Overseas Airways Corporation, Montreal, Qué., respondent employer, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (now International Union, United Automobile, Aerospace and Agricultural Implement Workers of America), respondent union. The application seeks revocation of the Board's Order of July 26, 1962, certifying the respondent union as the bargaining agent of a unit of employees of the company employed at Toronto International Airport, Malton, Ont. (LG 1962, p. 1031).

Railway arbitration

Four cases were heard by the Canadian Railway Office of Arbitration on March 9, 1971. Grievances were dismissed in three cases and allowed in one.

Case No. 267. Dispute between the Pacific Great Eastern Railway and the United Transportation Union over demerit marks assessed for insubordination:

During his shift, a yard foreman was told to move some cars from one yard to another. He refused to do so without a caboose. After a hearing, he was assessed 40 demerit marks.

The foremen thought it would not be safe to work without a caboose and said the collective agreement entitled his crew to a caboose. The arbitrator said there was no greater safety risk than usual but pointed out that the agreement called for the use of a caboose.

The caboose used by the yard crews had been damaged several weeks before and the grievor had made requests that another be provided. On the day in question, he again requested a caboose. The arbitrator concluded that the company violated the agreement by not providing a caboose, especially since the grievor had complained several times about the lack of a caboose. He allowed the grievance and directed that the 40 demerit marks be removed from the yardman's record.



Case No. 268. Dispute between the Pacific Great Eastern Railway and the United Transportation Union over dismissal of a yard foreman for violation of the rule against the use of intoxicants.

The yard foreman was held out of duty for violating a rule that forbids the "use of intoxicants or narcotics by employees subject to duty . . ." After a hearing, he was dismissed from the service. The union requested his reinstatement; the company declined.

At the arbitration hearing it was said that the foreman reported for duty on time after having been awakened by the station agent. Evidence by the agent and the division superintendent was not contradicted at a hearing of the case. And the yardmen's register of the day showed that the foreman had signed twice, once using one date and the second time another date, in a script difficult to decipher.

The superintendent said that he went to the bunkhouse where he found the grievor in bed, "bleary eyed and not too sure of himself." There was a strong smell of "stale alcohol" and the foreman made no effort to get up. The arbitrator said that the grievor gave no explanation of his conduct and therefore dismissed the grievance.

Case No. 269. Dispute between the Pacific Great Eastern Railway and the United Transportation Union over dismissal of a yard helper for sleeping on duty and violation of the rule against intoxication.

The yard helper was held out of service after he did not report for duty at the required time and gave as his reason that he slept in. The company said that he was under the influence of alcohol at the time. After a hearing, he was dismissed. In his award, the arbitrator said a hearing was held but that "the grievor gave no substantial answer at all to the statements offered against him, and evaded the opportunity to give the explanation, which was obviously called for, of his actions." He dismissed the grievance.

Case No. 270. Dispute between the CNR and the Brotherhood of Locomotive Engineers over discipline assessed to an engineer.

The engineer was suspended from service for nine months after a near head-on collision. After clearing another train, the engineer moved his train down the main line toward an oncoming train. A head-on collision was avoided by employees other than those on his train. The engineer claimed that there was no signal to stop. He received a hand signal from the head-end brakeman, who was stationed on the caboose steps two cars away, and proceeded. The arbitrator said that the position of the brakeman was a violation of the rules and this alone was enough reason to discipline the engineer.

The company relied on a pen graph, an electronic recorder, for its case. And there was no challenge to the accuracy of the pen graph. The graph indicated that the engineer moved his train after the signal indicated that his train should stop. The arbitrator accepted this evidence and dismissed the grievance.

Publications in the library

List No. 268

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed, when requesting loans.

Biographies

■ **No. 1—Cormier, Frank.** Reuther, by Frank Cormier and William J. Eaton. Englewood Cliffs, N.J., Prentice-Hall, c1970. vii, 475 p.

■ **No. 2—Smith, Gibbs M.** Joe Hill, Salt Lake City, University of Utah Press, c1969. viii, 286 p.

Business

■ **No. 3—Ontario. Taxation and Fiscal Policy Branch.** Tax reform and small business. Toronto, 1970. 45 p.

■ **No. 4—U.S. Small Business Administration.** Starting and managing a small retail music store, by Ray S. Erlandson. Washington, GPO, 1970. 81 p.

Civil Service

■ **No. 5—White, Walter Le Roy.** Policy, politics, and the Treasury Board in Canadian Government, by W.L. White and J.C. Strick. Don Mills, Science Research Associates (Canada) Limited, 1970. 157 p.

Economic conditions

■ **No. 6—Parent, Jean.** Le modèle suédois. Paris, Calmann-Lévy, c1970. 308 p.

■ **No. 7—Stykolt, Stefan.** Efficiency in the open economy; collected writings on Canadian economic problems and policies. Edited with an introduction by Anthony Scott & James D. Rae. Toronto, Oxford University Press, 1969. xi, 216 p.

Employment management

■ **No. 8—Odiorne, George Stanley.** Training by objectives; an economic approach to management training. New York, Macmillan, 1970. x, 354 p.

■ **No. 9—U.S. Bureau of Labor Standards.** Teach them to lift. Rev. ed. Washington, GPO, 1970. 31 p.

■ **No. 10—U.S. Department of Labor. Manpower Administration.** A handbook for job restructuring. Washington, GPO, 1970. vii, 46 p.

Industrial psychology

■ **No. 11—Lofquist, Lloyd H.** Adjustment to work; a psychological view of man's problems in a work-oriented society, by Lloyd H. Lofquist and René V. Dawis. New York, Appleton-Century-Crofts, Educational Division, 1969. ix, 189 p.

■ **No. 12—Patchen, Martin.** Participation, achievement, and involvement on the job. Englewood Cliffs, N.J., Prentice-Hall, 1970. xvi, 285 p. This book reports the results of a study conducted by the Survey Research Center of the University of Michigan in parts of the Tennessee Valley Authority.

Industrial relations

■ **No. 13—Clegg, Hugh Armstrong.** The system of industrial relations in Great Britain. Oxford, Basil Blackwell, 1970. x, 484 p.

■ **No. 14—Derber, Milton.** The American idea of industrial democracy, 1865-1965. Urbana, University of Illinois Press, 1970. xv, 553 p.

■ **No. 15—Flood, Maxwell.** Wildcat strike in Lake City. Ottawa [Information Canada] 1968 [i.e. 1970] 146 p.

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Statistics Section

Labour Statistics

Labour Statistics			Percentage Change	
Principal Items	Date	Amount	From	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended March 20, 1971.....		8,336	- 0.2	+ 3.3
Employed.....		7,686	+ 0.1	+ 2.1
Agriculture.....		436	+ 3.3	- 0.5
Non-agriculture.....		7,250	- 0.1	+ 2.3
Paid workers.....		6,686	- 0.4	+ 2.1
At work 35 hours or more.....		6,126	+ 0.7	+ 1.8
At work less than 35 hours.....		1,293	- 0.3	+ 4.2
Employed but not at work.....		267	-10.4	- 0.4
Unemployed.....		650	- 3.7	+19.9
Atlantic.....		70	- 1.4	+ 4.5
Quebec.....		236	- 3.3	+14.6
Ontario.....		192	- 7.2	+36.2
Prairie.....		79	+ 2.6	+14.5
British Columbia.....		73	- 3.9	+23.7
Without work and seeking work.....		613	- 3.3	+25.1
On temporary layoff up to 30 days.....		37	- 9.8	-28.8
INDUSTRIAL EMPLOYMENT (1961 = 100)†.....	February	(data unavailable at press time)		
Manufacturing employment (1961 = 100)†.....	February	(data unavailable at press time)		
IMMIGRATION.....				
Destined to the labour force.....	1st 9 mos. 1970	113,323	—	- 5.3
	1st 9 mos. 1970	60,022	—	- 4.9
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	April	82	+13.9	-13.7
No. of workers involved.....	April	22,430	-50.4	-25.8
Duration in man days.....	April	154,280	-35.6	-43.4
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†.....	February	(data unavailable at press time)		
Average hourly earnings (mfg.)†.....	February	(data unavailable at press time)		
Average weekly hours paid†.....	February	(data unavailable at press time)		
Average weekly wages (mfg.)†.....	February	(data unavailable at press time)		
Consumer price index (1961 = 100).....	March	131.3	+ 0.3	+ 1.9
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡....	January	(data unavailable at press time)		
Total labour income (Millions of dollars)†.....	February	3,989.2	+ 1.9	+ 7.0
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100).....	March	172.1	- 0.2	+ 1.9
Manufacturing.....	March	167.8	- 0.3	+ 0.4
Durables.....	March	90.2	- 0.7	- 0.5
Non-durables.....	March	150.2	+ 0.1	+ 1.4
NEW RESIDENTIAL CONSTRUCTION**				
Starts.....	March	9,204	+33.4	+25.3
Completions.....	March	11,132	+29.1	+25.3
Under construction.....	March	117,960	- 1.7	+12.8

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

D-1 to D-4—Unemployment Insurance

E-1 and E-2—Prices

F-1 to F-4—Strikes and Lockouts

G—Employment Injuries

A—Labour Force

Table A-1—Regional Distribution, Week Ended March 20, 1971

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
	(in thousands)					
THE LABOUR FORCE.....	8,336	642	2,330	3,145	1,341	878
Men.....	5,605	446	1,585	2,062	917	595
Women.....	2,731	196	745	1,083	424	283
14-19 years.....	753	59	215	252	153	75
20-24 years.....	1,269	131	398	419	200	121
25-44 years.....	3,632	243	1,034	1,424	534	397
45-64 years.....	2,493	195	641	973	418	265
65 years and over.....	189	14	42	76	36	21
EMPLOYED.....	7,686	572	2,094	2,953	1,262	805
Men.....	5,091	385	1,391	1,921	854	540
Women.....	2,595	187	703	1,032	408	265
Agriculture.....	436	22	83	115	200	17
Non-agriculture.....	7,250	550	2,011	2,838	1,062	788
Paid Workers.....	6,686	503	1,844	2,654	970	714
Men.....	4,303	332	1,206	1,682	610	473
Women.....	2,383	171	638	973	361	241
UNEMPLOYED.....	650	70	236	192	79	73
Men.....	514	61	194	141	63	55
Women.....	136	*	42	51	16	18
PERSONS NOT IN LABOUR FORCE.....	6,947	755	2,011	2,377	1,105	699
Men.....	1,966	246	554	663	314	189
Women.....	4,981	509	1,457	1,714	791	510

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended March 20, 1971

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*.....	15,283	2,532	4,277	1,270	4,424	1,183	1,598
LABOUR FORCE.....	8,336	753	4,045	995	1,552	803	189
Employed.....	7,686	633	3,779	839	1,491	765	179
Unemployed.....	650	121	266	155	61	38	10
NOT IN LABOUR FORCE.....	6,947	1,779	232	276	2,872	380	1,409
PARTICIPATION RATE†							
1971—March 20.....	54.5	29.7	94.6	78.3	35.1	67.9	11.8
February 20.....	54.8	30.9	94.7	78.6	34.9	68.6	11.6
UNEMPLOYMENT RATE‡							
1971—March 20.....	7.8	16.1	6.6	15.6	3.9	4.7	5.3
February 20.....	8.1	16.7	6.6	16.0	4.4	5.3	5.9

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

† The labour force as a percentage of the population of 14 years of age and over.

‡ The unemployed as a percentage of the labour force.

**Less than 10,000 unemployed.

Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended March 20, 1971

	March 1971	February 1971	March 1970
(in thousands)			
TOTAL UNEMPLOYED.....	650	675	542
On temporary layoff up to 30 days.....	37	41	52
Without work and seeking work.....	613	634	490
Seeking:			
Full-time work.....	589	614	465
Part-time work.....	24	20	25
Under 1 month.....	96	96	93
1-3 months.....	209	275	197
4-6 months.....	182	146	128
More than 6 months.....	126	117	72

Source: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry††

Year and Month	Monthly Totals								Totals††
	Mining	Manu- facturing	Transportation Communi- cation and Public Utilities**	Forestry	Con- struction	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
	(millions of dollars)								
1966—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1970—Total.....	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	47,043
1970—February.....	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	3,729.5
March.....	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758.9
April.....	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790.0
May.....	92.3	988.0	406.5	32.5	254.4	494.4	1,352.2	211.2	3,865.4
June.....	94.7	1,013.9	415.5	38.2	296.3	507.2	1,381.2	207.9	3,994.8
July.....	95.6	990.2	420.6	42.9	298.3	501.3	1,381.1	208.8	3,992.4
August.....	96.8	1,010.3	424.6	44.6	328.1	494.3	1,382.6	209.1	4,043.2
September.....	95.8	1,011.1	425.0	45.8	333.7	503.8	1,394.9	205.4	4,060.6
October.....	97.0	1,006.5	427.6	45.6	332.5	510.5	1,409.7	205.4	4,063.1
November.....	96.6	999.6	436.9	42.1	307.0	519.8	1,420.2	213.4	4,064.3
December†.....	95.3	982.6	425.5	32.8	253.3	528.1	1,433.6	194.8	3,970.6
1971—January†.....	96.5	996.6	411.9	32.6	243.4	502.0	1,425.0	184.4	3,913.7
February†.....	95.9	1,015.7	410.6	33.1	247.7	502.3	1,438.7	224.1	3,989.2
Seasonally Adjusted									
1966—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1970—Total.....	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	47,043
1970—February.....	89.5	981.4	400.2	43.4	292.2	491.5	1,323.0	199.3	3,853.1
March.....	91.1	980.9	401.9	44.2	287.3	494.8	1,323.8	200.1	3,856.7
April.....	92.0	981.9	406.9	44.4	273.8	495.0	1,340.0	200.1	3,866.7
May.....	92.7	981.8	406.2	34.7	263.7	493.7	1,344.3	199.5	3,849.4
June.....	92.9	998.9	405.8	34.1	271.2	496.3	1,361.3	201.2	3,894.6
July.....	94.1	991.0	407.6	35.5	265.1	494.0	1,383.2	201.1	3,904.3
August.....	95.8	1,000.6	408.6	36.6	283.7	494.8	1,382.1	203.5	3,939.5
September.....	96.4	989.5	413.6	36.9	289.6	503.6	1,392.1	204.6	3,959.9
October.....	97.7	993.3	422.1	38.4	298.5	507.9	1,405.3	207.4	4,004.6
November.....	96.8	993.9	432.7	37.4	293.6	510.7	1,415.4	207.0	4,021.7
December†.....	96.9	1,004.2	428.3	36.2	293.7	518.6	1,435.9	208.9	4,056.4
1971—January†.....	97.2	1,017.1	425.5	36.9	290.1	513.4	1,439.9	211.9	4,067.2
February†.....	95.1	1,032.9	429.2	37.6	295.3	516.3	1,456.3	214.3	4,111.2

* Revised. † Preliminary. ‡ Advance.

** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based on the 1960 standard industrial classification.

NOTE: Monthly figures may not add to annual totals because of rounding.

Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at December 1970 employers in the principal non-agricultural industries reported a total employment of 3,709,178. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
AVERAGE						
1965.....	114.3	116.3	91.01	117.2	116.2	94.78
1966.....	120.7	123.1	96.34	123.5	122.8	100.16
1967.....	122.6	131.4	102.83	123.1	130.6	106.54
1968.....	122.7	140.4	109.88	122.1	140.3	114.42
1969.....	126.9	150.3	117.63	125.2	150.7	122.93
1969—December.....	126.5	149.4	116.89	123.3	150.2	122.47
1970—January.....	124.4	157.3	123.08	122.5	158.5	129.28
February.....	124.3	158.7	124.14	122.6	159.6	130.17
March.....	124.2	158.2	123.79	122.6	159.5	130.08
April.....	124.5	160.4	125.53	122.3	161.2	131.43
May.....	126.7	161.0	126.07	122.8	162.3	132.39
June.....	129.6	162.5	127.17	125.5	163.3	133.42
July.....	128.6	162.3	127.02	122.1	161.7	131.83
August.....	130.9	163.7	128.11	126.4	163.2	133.05
September.....	129.6	164.8	128.94	123.7	164.3	133.95
October.....	129.0	166.4	130.22	122.5	166.4	135.69
November*.....	127.7	166.0	129.84	120.7	167.2	136.37
December†.....	125.1	162.9	127.42	119.6	165.7	135.13

*Revised. † Preliminary.

† Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Dec. 1970	Nov. 1970	Dec. 1969	Dec. 1970	Nov. 1970	Dec. 1969
(1961 = 100)						
REGION AND PROVINCE						
Atlantic Region.....	114.0	121.0	115.4	107.96	109.37	97.80
Newfoundland.....	113.4	125.8	113.5	120.36	120.16	107.15
Prince Edward Island.....	131.4	141.7	126.1	83.06	83.52	79.77
Nova Scotia.....	111.4	116.4	115.5	103.61	107.51	94.14
New Brunswick.....	116.0	121.7	115.4	107.66	106.99	98.00
Québec.....	116.7	120.3	117.9	123.28	125.84	113.14
Ontario.....	130.9	131.8	131.8	131.59	134.30	120.43
Prairie Region.....	122.6	125.3	125.5	121.88	124.00	112.26
Manitoba.....	114.9	117.8	117.0	116.73	117.61	105.86
Saskatchewan.....	112.3	114.0	114.7	115.24	116.23	108.99
Alberta.....	133.4	136.3	137.2	127.91	131.32	117.99
British Columbia.....	137.4	141.0	139.6	139.40	142.08	129.42
CANADA.....	125.1	127.7	126.5	127.42	129.84	116.89
URBAN AREAS						
St. John's.....	132.7	139.4	132.5	98.20	102.30	90.96
Halifax.....	119.9	122.5	125.8	105.75	108.12	96.03
Sydney.....	89.8	91.6	91.5	113.03	116.14	102.19
Moncton.....	139.9	146.8	135.8	98.82	97.97	95.10
Saint John.....	113.2	115.1	114.8	106.81	110.11	93.61
Chicoutimi.....	114.1	115.4	111.2	148.41	143.34	138.94
Montreal.....	119.4	121.7	120.1	125.61	128.42	114.52
Québec.....	123.0	127.8	118.3	111.09	112.91	100.30
Shawinigan.....	97.6	97.7	92.8	134.99	130.32	121.19
Sherbrooke.....	110.1	112.8	116.1	110.28	110.91	97.19
Trois-Rivières.....	110.5	113.1	115.4	119.50	122.69	108.47
Ottawa-Hull.....	140.6	143.5	139.4	119.54	122.95	110.21
Belleville.....	125.4	127.4	126.3	110.54	113.74	100.49
Brampton.....	298.8	256.0	287.5	126.03	133.49	118.46
Brantford.....	125.6	128.6	133.8	118.02	120.12	108.65
Thunder Bay.....	128.3	132.1	124.4	127.92	130.54	115.16
Guelph.....	137.9	138.6	143.8	120.18	125.70	109.80
Hamilton.....	124.5	124.8	123.2	137.13	137.95	125.48
Kingston.....	121.2	123.3	127.0	121.90	123.53	120.36
Kitchener.....	152.5	154.6	156.1	113.44	118.02	106.65
London.....	123.0	124.8	124.5	120.21	121.84	111.83
Niagara Falls.....	112.9	117.4	103.7	128.16	126.16	118.59
Oshawa.....	135.9	86.4	142.7	154.03	140.89	125.32
Peterborough.....	142.4	143.0	142.2	132.26	135.67	123.17
Sarnia.....	129.1	131.0	141.3	160.43	162.82	149.12
Sault Ste. Marie.....	126.1	127.4	113.2	157.49	154.85	139.89
Sudbury.....	134.1	136.7	124.9	161.14	166.57	149.92
St. Catharines.....	138.7	112.8	144.6	147.95	132.64	124.52
Timmins.....	70.8	71.3	71.1	117.82	120.62	105.95
Toronto.....	134.3	137.2	134.9	133.60	136.98	121.77
Welland.....	110.5	115.9	109.4	148.60	154.26	133.90
Windsor.....	152.8	151.0	153.2	139.00	152.02	123.60
Winnipeg.....	118.9	121.8	121.5	109.52	110.30	99.78
Regina.....	119.8	119.7	120.5	109.61	112.71	103.71
Saskatoon.....	128.8	133.9	134.8	108.66	107.92	103.24
Calgary.....	143.4	146.2	148.2	127.54	130.09	116.85
Edmonton.....	139.1	142.5	145.7	120.72	122.84	110.94
Vancouver.....	140.9	142.3	143.5	136.00	137.50	125.79
Victoria.....	130.0	129.0	136.6	119.66	118.34	113.50

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

			Mines, Quar- ries and Oil Wells	Manufacturing			Trans- porta- tion, Commu- nication and Other Utilities	Trade	Fi- nance, Insur- ance and Real Estate	Community, Business and Personal Services		Public Admin- istra- tion and De- fence††	Total Speci- fied Indus- tries
			For- estry	Non du- rables	Du- rables	Con- struc- tion				Non com- mercial Sector‡	Com- mercial Sector**		
(in thousands)													
Canada													
January 1971*	—	127.2	866.8	796.2	364.4	—	1,096.8	308.5	1,222.7	715.2	449.2	6,718.7	
December 1970*	57.0	128.9	871.9	792.5	359.9	691.4	1,090.3	308.2	1,209.3	718.0	452.0	6,687.4	
January 1970†	60.1	123.4	851.6	807.1	329.7	647.4	1,073.7	305.4	1,169.5	684.1	428.8	6,483.8	
NEWFOUNDLAND													
December 1970*	1.1	5.8	9.4	1.8	5.8	14.7	19.2	2.2	22.4	7.9	8.4	98.6	
November 1970*	2.3	5.9	10.5	2.1	8.4	15.5	19.5	2.2	21.4	9.0	8.5	105.1	
December 1969†	1.8	5.7	9.3	1.5	6.6	15.7	17.6	2.4	20.7	7.6	7.8	96.7	
PRINCE EDWARD ISLAND													
December 1970*	—	—	2.2	0.3	1.2	2.9	5.2	0.6	6.3	2.0	2.5	23.2	
November 1970*	0.1	—	2.4	0.4	1.7	3.2	5.4	0.6	6.3	1.8	2.5	24.5	
December 1969†	—	—	1.9	0.4	1.5	3.5	4.3	0.6	5.0	1.4	2.3	20.9	
NOVA SCOTIA													
December 1970*	2.1	5.5	17.2	12.9	11.2	20.7	36.6	7.5	48.5	15.8	20.8	198.6	
November 1970*	2.9	5.6	17.9	13.8	15.3	20.8	36.5	7.3	47.1	17.8	20.6	205.6	
December 1969†	1.9	5.8	18.0	13.4	14.1	21.5	34.7	7.1	44.1	14.6	20.5	196.4	
NEW BRUNSWICK													
December 1970*	4.5	2.3	16.3	9.4	9.5	22.5	29.4	4.7	34.8	11.3	12.1	156.7	
November 1970*	5.9	2.3	18.1	9.8	11.0	22.8	30.4	4.6	35.7	11.9	12.1	164.6	
December 1969†	5.5	2.2	15.5	9.9	10.1	21.8	27.8	4.7	35.8	10.9	12.0	156.2	
QUÉBEC													
December 1970*	15.0	23.9	314.4	186.5	70.0	185.9	271.8	87.0	341.4	169.8	105.5	1,771.3	
November 1970*	19.7	24.8	324.5	194.9	91.0	186.6	273.9	87.0	339.1	177.5	105.2	1,824.1	
December 1969†	18.9	25.0	318.1	197.9	73.5	176.9	274.0	85.5	321.5	169.6	92.4	1,753.4	
ONTARIO													
December 1970*	9.4	35.0	363.6	445.4	130.7	219.8	452.9	131.4	458.9	282.4	174.3	2,703.9	
November 1970*	10.1	36.0	373.4	429.9	156.2	222.1	461.8	130.8	458.1	297.6	173.5	2,749.4	
December 1969†	11.0	33.7	369.9	462.2	138.0	214.9	453.4	132.4	431.1	277.3	173.5	2,697.3	
MANITOBA													
December 1970*	0.6	7.5	27.4	19.4	14.2	45.1	58.9	13.1	54.0	33.3	19.8	293.3	
November 1970*	0.7	7.7	28.3	20.1	16.0	45.6	60.2	13.1	53.6	34.6	19.2	299.1	
December 1969†	0.8	7.5	27.4	21.3	13.6	44.8	58.2	13.6	53.8	32.0	19.9	292.8	
SASKATCHEWAN													
December 1970*	0.7	5.8	9.6	4.5	7.3	25.3	38.4	7.8	49.7	18.9	17.9	186.0	
November 1970*	0.7	5.8	10.0	4.6	10.2	25.3	37.4	8.0	48.5	18.9	18.9	188.3	
December 1969†	0.6	5.7	9.6	5.0	9.8	24.8	40.1	8.2	48.1	19.4	18.8	190.0	
ALBERTA													
December 1970*	1.9	24.8	26.9	24.4	31.8	53.8	87.0	19.4	100.5	58.6	34.7	463.9	
November 1970*	1.9	23.9	28.1	24.6	36.8	53.2	86.5	19.7	100.6	59.9	34.9	470.2	
December 1969†	1.8	23.6	26.9	27.4	35.8	50.8	90.1	19.8	98.9	57.6	32.4	465.1	
BRITISH COLUMBIA													
December 1970*	17.1	11.2	51.6	73.4	30.2	84.8	119.1	31.4	113.4	82.8	39.9	654.9	
November 1970*	20.4	11.5	53.2	76.0	36.4	86.3	120.1	31.7	111.6	85.4	39.8	673.6	
December 1969†	18.0	10.8	51.2	77.6	37.4	81.5	122.6	30.9	104.9	82.0	40.3	657.1	

* Preliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organizations and private households. ** Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services. †† Excludes non-civilian employees.

Basis: 1960 Standard Industrial Classification.

Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Dec. 1970	Nov. 1970	Dec. 1969	Dec. 1970	Nov. 1970	Dec. 1969
	(1961 = 100)			\$	\$	\$
MINING, INCLUDING MILLING.....	113.7	114.6	111.2	168.55	171.68	153.28
Metals.....	105.6	106.8	103.1	169.88	173.40	154.24
Mineral fuels.....	108.4	108.2	101.5	179.10	181.48	166.56
Non-metals except fuels.....	132.6	134.7	130.3	153.27	152.14	142.97
Quarries and sand pits.....	91.1	104.5	96.8	126.94	143.41	115.94
Services incidental to mining.....	160.4	155.1	170.5	172.52	176.52	151.57
MANUFACTURING.....	119.6	120.7	123.3	135.13	136.37	122.47
Durable goods.....	129.9	128.4	136.5	144.90	147.34	129.80
Non-durable goods.....	111.3	114.5	112.6	125.90	126.41	115.26
Food and beverages.....	101.5	108.9	101.4	122.53	120.21	112.42
Foods.....	100.3	108.3	100.1	118.12	115.60	108.50
Beverages.....	109.5	112.5	109.2	148.03	148.23	135.10
Tobacco processing and products.....	101.4	104.6	106.3	136.90	143.18	117.76
Rubber products.....	106.9	110.5	116.0	132.69	141.18	129.59
Leather products.....	89.5	91.2	91.4	82.77	90.05	74.28
Textile products.....	113.7	112.3	117.5	109.95	112.37	99.18
Knitting mills.....	107.6	112.3	113.7	79.02	87.52	71.83
Clothing.....	106.0	108.2	105.2	75.91	83.11	68.21
Wood products.....	104.9	109.7	107.9	122.26	126.23	110.58
Furniture and fixtures.....	123.7	128.0	134.1	105.65	112.16	93.60
Paper and allied industries.....	121.5	121.2	121.4	162.68	158.41	149.19
Printing, publishing and allied industries.....	115.2	117.8	115.4	137.21	139.30	127.48
Primary metal industries.....	127.8	129.2	128.1	166.54	163.11	150.86
Metal fabricating industries.....	128.9	133.5	134.1	136.97	144.89	124.16
Machinery, except electrical.....	147.2	147.3	155.1	155.54	158.73	140.96
Transportation equipment.....	142.1	124.5	157.0	158.37	158.53	133.98
Electrical products.....	140.8	137.4	148.7	136.09	139.98	126.31
Non-metallic mineral products.....	111.6	116.0	114.3	142.21	148.31	129.79
Petroleum and coal products.....	103.2	103.5	103.0	199.03	196.49	184.94
Chemicals and chemical products.....	116.6	119.3	119.4	156.45	153.25	143.68
Miscellaneous manufacturing industries.....	148.2	152.7	152.5	114.92	117.95	103.92
CONSTRUCTION.....	97.4	118.2	106.8	147.22	177.30	130.09
Building.....	110.6	129.2	122.1	146.30	176.74	127.23
Engineering.....	74.6	99.3	80.6	149.57	178.55	137.51
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	113.3	113.6	109.9	145.05	145.50	133.50
Transportation.....	105.4	107.3	104.7	143.20	143.08	127.78
Storage.....	109.7	113.0	107.2	133.16	133.15	119.09
Communication.....	133.4	128.6	121.3	139.36	138.45	132.82
TRADE.....	144.9	144.8	145.8	102.01	100.63	94.97
Wholesale trade.....	130.8	133.7	131.6	129.57	129.77	120.38
Retail trade.....	152.6	150.9	153.6	89.07	86.49	83.05
FINANCE, INSURANCE AND REAL ESTATE.....	143.6	144.0	141.9	123.71	122.65	115.95
Financial institutions.....	147.4	147.8	147.2	122.24	120.75	114.55
Insurance and real estate.....	138.4	138.9	134.8	125.83	125.39	118.00
SERVICE.....	174.5	180.1	169.3	92.04	91.77	86.35
Recreational services.....	146.9	157.1	135.2	79.82	79.27	79.77
Business services.....	192.3	199.8	187.4	146.84	143.49	136.75
Personal services.....	157.6	162.3	156.0	67.71	67.94	63.67
Miscellaneous services.....	227.6	230.4	215.1	92.28	94.15	85.32
INDUSTRIAL COMPOSITE.....	125.1	127.7	126.5	127.42	129.84	116.89

Latest figures subject to revision.

Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wage		
	Dec. 1970	Nov. 1970	Dec. 1969	Dec. 1970	Nov. 1970	Dec. 1969	Dec. 1970	Nov. 1970	Dec. 1969
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING	40.1	41.6	39.9	3.83	3.83	3.51	153.47	159.32	140.0
Metals.....	40.0	40.9	40.2	3.93	3.98	3.61	157.11	163.05	145.1
Mineral fuels.....	41.6	43.6	40.8	3.52	3.56	3.19	146.73	155.25	129.9
Non-metals, except fuels.....	41.4	41.6	41.6	3.53	3.49	3.26	145.84	145.19	135.4
Quarries and sand pits.....	37.1	45.9	37.6	3.18	3.08	2.91	117.78	141.37	109.4
Services incidental to mining.....	38.4	41.9	36.6	4.21	4.01	3.81	161.71	167.93	139.3
MANUFACTURING	38.0	39.9	37.2	3.17	3.09	2.92	120.63	123.30	108.6
Durable goods.....	38.6	40.5	37.5	3.40	3.33	3.10	131.14	134.87	116.2
Non-durable goods.....	37.5	39.3	36.9	2.94	2.86	2.73	110.25	112.45	100.7
Food and beverages.....	37.9	38.7	37.4	2.89	2.79	2.65	109.52	107.73	99.1
Foods.....	37.9	38.5	37.1	2.79	2.68	2.57	105.53	103.21	95.3
Beverages.....	38.1	40.2	39.4	3.60	3.49	3.20	137.06	140.42	126.0
Tobacco processing and products.....	34.8	38.5	32.3	3.43	3.37	3.13	119.36	130.04	101.1
Rubber products.....	36.9	41.0	38.7	3.17	3.21	3.07	117.05	131.61	118.8
Leather products.....	34.4	39.2	32.7	2.12	2.08	1.98	72.96	81.77	64.6
Textile products.....	38.9	41.1	36.8	2.45	2.38	2.30	95.07	97.85	84.4
Miscellaneous textiles.....	35.9	38.9	32.5	2.68	2.32	2.39	96.15	90.42	77.5
Knitting mills.....	35.8	41.8	35.4	1.87	1.87	1.74	66.81	78.11	61.5
Clothing.....	31.6	36.4	30.6	2.07	2.04	1.93	65.33	74.12	59.0
Wood products.....	37.1	39.4	36.8	3.08	3.03	2.83	114.30	119.57	104.1
Furniture and fixtures.....	38.0	41.7	36.2	2.45	2.45	2.30	93.17	102.26	83.1
Paper and allied industries.....	41.5	40.7	41.6	3.70	3.65	3.39	153.50	148.78	141.0
Pulp and paper mills.....	42.9	41.0	43.1	4.02	3.96	3.68	172.31	162.48	158.6
Printing, publishing and allied industries.....	35.4	37.1	35.9	3.68	3.67	3.37	130.22	136.01	121.1
Primary metal industries.....	40.7	40.2	40.0	3.83	3.78	3.53	155.86	151.96	141.0
Iron and steel mills.....	41.9	39.8	39.6	4.01	3.99	3.74	167.99	158.70	148.0
Metal fabricating industries.....	37.8	40.7	37.3	3.27	3.36	3.02	123.61	136.77	112.7
Machinery, except electrical.....	39.7	41.1	38.6	3.53	3.53	3.25	140.39	144.83	125.3
Transportation equipment.....	38.2	40.3	34.6	3.81	3.57	3.36	145.88	143.91	116.4
Aircraft and parts.....	39.3	41.2	37.9	3.66	3.65	3.38	144.02	150.24	127.9
Motor vehicles.....	38.5	40.5	33.5	3.93	3.67	3.48	150.97	148.64	116.6
Assembling.....	37.3	41.5	31.5	4.17	4.06	3.81	155.57	168.36	120.2
Parts and accessories.....	40.3	39.8	35.1	3.81	3.49	3.31	153.64	139.15	116.1
Shipbuilding and repairing.....	36.4	38.6	34.3	3.71	3.56	3.28	135.31	137.68	112.4
Electrical products.....	37.8	39.9	38.7	2.97	2.97	2.77	112.23	118.56	107.2
Communications equipment.....	37.8	39.4	39.9	2.80	2.86	2.69	105.73	112.65	107.1
Non-metallic mineral products.....	39.4	42.4	39.5	3.32	3.32	3.04	130.95	140.68	120.3
Petroleum and coal products.....	42.6	42.1	42.7	4.33	4.30	4.04	184.79	180.99	172.6
Chemical and chemical products.....	40.4	40.4	40.0	3.40	3.32	3.11	137.58	134.15	124.6
Miscellaneous manufacturing industries.....	37.4	40.5	37.0	2.53	2.49	2.36	94.84	100.64	87.2
CONSTRUCTION	30.3	39.6	30.3	4.55	4.46	3.96	138.09	176.52	119.9
Building.....	29.7	38.2	28.8	4.62	4.62	4.10	137.26	176.63	118.2
General contractors.....	29.6	38.8	29.9	4.36	4.42	4.07	129.16	171.66	121.5
Special trade contractors.....	29.7	37.8	28.0	4.79	4.76	4.13	142.44	180.16	115.8
Engineering.....	32.1	42.5	34.3	4.26	4.14	3.62	136.75	176.27	124.3
Highways, bridges and streets.....	32.5	42.4	34.5	3.53	3.48	3.03	114.60	147.61	104.7
Other engineering.....	31.8	42.7	34.1	4.78	4.77	4.10	152.07	203.37	139.8
OTHER INDUSTRIES									
Urban transit.....	42.2	41.2	41.6	3.80	3.76	3.54	160.03	154.89	146.9
Highway and bridge maintenance.....	38.2	36.9	33.4	2.90	2.79	2.52	110.69	103.02	83.5
Laundries, cleaners and pressers.....	35.2	36.5	35.1	1.81	1.77	1.69	63.55	64.60	59.2
Hotels, restaurants and taverns.....	30.7	31.1	31.3	1.85	1.83	1.71	56.91	56.77	53.4

Latest figures subject to revision.

Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
Average		\$	\$		
1965.....	41.0	2.12	86.94	116.8	108.8
1966.....	40.8	2.25	91.65	123.1	110.5
1967.....	40.3	2.40	96.84	130.1	112.8
1968.....	40.3	2.58	104.00	139.7	116.2
1969.....	40.0	2.79	111.72	150.1	119.6
Last Pay Period in					
1969—December.....	37.2	2.92	108.68	146.0	113.9
1970—January.....	39.8	2.92	116.30	156.2	121.4
February.....	40.0	2.93	117.36	157.6	122.3
March.....	39.5	2.96	117.14	157.3	121.3
April.....	39.8	2.99	118.84	159.6	123.2
May.....	40.0	2.99	119.69	160.8	123.8
June.....	40.1	3.01	120.65	162.1	124.2
July.....	39.3	3.00	118.06	158.6	121.5
August.....	39.9	3.02	120.57	161.9	124.4
September.....	40.1	3.02	121.16	162.7	124.9
October.....	40.1	3.06	122.67	164.8	126.4
November*.....	39.9	3.09	123.30	165.6	127.6
December†.....	38.0	3.17	120.63	162.0	124.3

Revised. † Preliminary.

Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS. Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours			Average Hourly Earnings*		
	Dec. 1970	Nov. 1970	Dec. 1969	Dec. 1970	Nov. 1970	Dec. 1969
				\$	\$	\$
Newfoundland.....	39.6	38.9	37.9	3.07	2.76	2.67
Nova Scotia.....	37.2	39.4	37.6	2.58	2.51	2.31
New Brunswick.....	40.2	39.9	37.5	2.77	2.61	2.58
Québec.....	37.0	40.7	37.1	2.82	2.75	2.61
Ontario.....	38.1	40.0	37.4	3.33	3.25	3.05
Manitoba.....	36.6	38.8	36.6	2.84	2.81	2.58
Saskatchewan.....	39.1	39.1	38.9	3.30	3.26	3.11
Alberta.....	38.2	39.1	37.9	3.32	3.28	3.04
British Columbia.....	36.5	37.2	36.3	3.92	3.86	3.61

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision. Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Notes, page 512.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1971—January.....	5,804,000	4,959,900	844,100
December....	5,717,000	5,045,200	671,800
November....	5,626,000	5,145,500	480,500
October.....	5,584,000	5,185,300	398,700
September....	5,609,000	5,217,900	391,100
August.....	5,667,000	5,258,300	408,700
July.....	5,617,000	5,177,600	439,400
June.....	5,672,000	5,230,100	441,900
May.....	5,607,000	5,101,600	505,400
April.....	5,719,000	5,028,300	690,700
March.....	5,718,000	5,012,900	705,100
February.....	5,707,000	5,012,600	694,400
1970—January.....	5,676,000	5,016,500	659,500

Table E-4—Benefit Payments, by Province, February 1971

Province	Weeks Paid	Amount of Benefit Paid ¹
Newfoundland.....	123,840	4,425,961
Prince Edward Island.....	23,897	778,943
Nova Scotia.....	135,492	4,732,294
New Brunswick.....	123,486	4,227,822
Québec.....	774,382	28,181,711
Ontario.....	896,993	33,025,809
Manitoba.....	130,975	4,697,938
Saskatchewan.....	85,508	2,980,648
Alberta.....	150,506	5,595,570
British Columbia.....	322,427	12,281,428
Total, Canada, February 1971.....	2,767,506	100,928,124
Total, Canada, January 1971.....	2,362,851	85,712,901
Total, Canada, February 1970.....	2,196,433	77,632,466

* Supplementary Unemployment Insurance Benefits not included.

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	February 1971			February 1970		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada.....	205,624	164,058	41,566	200,824	155,292	45,532
Newfoundland.....	5,441	4,810	631	4,694	4,110	584
Prince Edward Island.....	1,179	1,022	157	1,057	917	140
Nova Scotia.....	8,072	6,836	1,236	6,996	5,931	1,065
New Brunswick.....	7,678	6,501	1,177	6,698	5,797	901
Québec.....	61,283	47,959	13,324	57,914	43,867	14,047
Ontario.....	72,360	56,642	15,718	82,031	60,514	21,517
Manitoba.....	9,112	7,856	1,256	6,077	5,197	880
Saskatchewan.....	5,534	4,742	792	5,391	4,665	726
Alberta.....	12,190	9,850	2,340	9,105	7,565	1,540
British Columbia.....	22,775	17,840	4,935	20,861	16,729	4,132

* In addition, revised claims received numbered 72,291.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at February 26, 1971

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants Feb. 27, 1970
		1-4	5-13	14-26	27 or more*	
Canada	887,672	245,385	403,842	157,066	81,379	694,416
Male.....	627,113	178,866	307,802	98,059	42,386	500,789
Female.....	260,559	66,519	96,040	59,007	38,993	193,627
NEWFOUNDLAND	36,311	6,738	22,621	4,947	2,005	33,839
Male.....	31,767	5,696	20,673	3,953	1,445	30,153
Female.....	4,544	1,042	1,948	994	560	3,686
PRINCE EDWARD ISLAND	7,061	1,351	4,865	628	217	6,456
Male.....	5,303	964	3,827	396	116	4,853
Female.....	1,758	387	1,038	232	101	1,603
NOVA SCOTIA	43,509	9,550	24,035	6,299	3,625	35,434
Male.....	34,668	7,432	20,612	4,319	2,305	28,348
Female.....	8,841	2,118	3,423	1,980	1,320	7,086
NEW BRUNSWICK	38,760	7,887	21,112	6,908	2,853	34,014
Male.....	29,111	6,150	16,920	4,313	1,728	25,489
Female.....	9,649	1,737	4,192	2,595	1,125	8,525
QUÉBEC	253,342	68,590	109,719	47,204	27,829	213,123
Male.....	181,377	51,303	84,436	30,562	15,076	158,084
Female.....	71,965	17,287	25,283	16,642	12,753	55,041
ONTARIO	281,833	86,582	122,455	48,118	24,678	214,884
Male.....	179,559	59,867	82,412	26,242	11,038	138,357
Female.....	102,274	26,715	40,043	21,876	13,640	76,527
MANITOBA	35,905	10,469	15,831	6,800	2,805	28,819
Male.....	26,061	7,577	12,571	4,560	1,353	22,510
Female.....	9,844	2,892	3,260	2,240	1,452	6,309
SASKATCHEWAN	26,702	6,260	13,544	5,076	1,822	24,192
Male.....	20,378	4,625	11,263	3,607	883	18,893
Female.....	6,324	1,635	2,281	1,469	939	5,299
ALBERTA	51,288	15,597	21,578	10,463	3,650	29,595
Male.....	37,828	11,669	17,405	7,021	1,733	21,725
Female.....	13,460	3,928	4,173	3,442	1,917	7,870
BRITISH COLUMBIA	112,961	32,361	48,082	20,623	11,895	74,059
Male.....	81,061	23,583	37,683	13,086	6,709	52,378
Female.....	31,900	8,778	10,399	7,537	5,186	21,681

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)								
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year.....	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1970—Year.....	129.7	130.0	130.9	126.8	124.8	139.5	131.2	126.5
1970—March.....	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
April.....	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
May.....	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
June.....	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.5
July.....	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.5
August.....	130.5	131.9	131.5	126.2	125.3	140.2	132.5	126.4
September.....	130.2	130.0	131.8	127.0	125.3	140.1	133.0	126.4
October.....	130.3	128.5	132.8	128.2	125.2	141.2	133.1	126.4
November.....	130.3	127.5	133.3	128.4	125.8	140.8	133.7	126.4
December.....	129.8	125.6	133.4	127.9	126.1	140.7	133.6	126.4
1971—January.....	130.3	126.5	134.1	127.0	126.4	140.7	134.2	127.0
February.....	130.9	127.5	134.5	125.9	128.3	140.7	134.8	127.6
March.....	131.3	128.2	134.8	126.8	128.8	141.0	135.0	127.6
(1949 = 100)								
March.....	169.6*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—March, 1971

	All-Items									
	Mar. 71	Feb. 71	Mar. 70	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)										
St. John's, Nfld.....	121.8	121.6	122.0	117.3	117.4	131.2	120.0	136.1	116.0	144.5
Halifax.....	124.4	123.8	123.8	125.8	119.7	123.1	121.2	143.4	133.5	129.1
Saint John.....	123.5	123.0	123.1	125.0	116.0	129.4	125.0	135.5	131.8	127.6
Montreal.....	125.3	124.7	124.2	126.0	118.0	125.0	128.1	133.0	141.5	128.7
Ottawa.....	129.0	128.3	127.0	130.0	122.7	128.0	131.1	143.4	138.0	132.9
Toronto.....	127.7	127.2	127.2	126.4	122.7	128.3	134.5	140.6	129.8	130.9
Winnipeg.....	127.2	126.8	126.2	127.0	116.9	134.6	132.7	147.3	136.6	129.4
Saskatoon-Regina.....	122.0	122.0	122.1	125.9	114.3	129.0	120.7	128.1	130.3	123.2
Edmonton-Calgary.....	127.3	127.3	124.0	131.7	119.6	128.4	125.3	146.1	136.8	125.2
Vancouver.....	125.7	125.5	121.8	130.6	119.0	128.7	127.6	137.0	126.2	118.9

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1966-1971

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
1968.....	559	582	223,562	5,082,730	0.32
†1969.....	566	595	306,799	7,751,880	0.46
†1970.....	501	540	261,187	6,539,560	0.39
†1970—April.....	65	114	36,282	431,180	0.30
May.....	59	116	75,014	957,930	0.71
June.....	42	116	62,134	788,910	0.52
July.....	62	132	80,851	842,950	0.55
August.....	46	118	70,738	620,060	0.42
September.....	39	88	45,539	619,430	0.44
October.....	34	84	60,862	758,820	0.53
November.....	33	75	38,948	705,620	0.49
December.....	8	48	34,359	427,150	0.29
†1971—January.....	24	46	30,170	213,060	0.16
February.....	40	69	26,984	180,920	0.14
March.....	33	73	45,381	228,120	0.15
*1971—April.....	42	82	22,430	154,280	0.11

†Revised. *Preliminary.

Table G-2—Strikes and Lockouts, by Industry, April 1971, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	—	1	217	4,560
Mines.....	4	5	1,625	19,280
Manufacturing.....	28	50	11,663	74,780
Construction.....	3	3	345	4,950
Transportation and utilities..	1	1	42	790
Trade.....	2	11	614	8,940
Finance.....	—	—	—	—
Service.....	2	7	5,161	22,560
Public administration.....	2	4	2,763	18,420
ALL INDUSTRIES.....	42	82	22,430	154,280

Table G-3—Strikes and Lockouts, by Jurisdiction, April 1971, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	5	6	1,070	13,680
Prince Edward Island.....	—	—	—	—
Nova Scotia.....	2	3	873	10,520
New Brunswick.....	2	4	1,363	2,380
Québec.....	10	17	3,716	32,880
Ontario.....	19	33	9,998	55,600
Manitoba.....	1	1	47	890
Saskatchewan.....	—	—	—	—
Alberta.....	2	4	4,375	17,740
British Columbia.....	1	13	438	9,040
Federal.....	—	1	550	11,550
ALL JURISDICTIONS.....	42	82	22,430	154,280

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1971, (Preliminary)

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved	April	Accu- mulated	Termination Date	Result
Forestry						
Northwestern Pulp and Power Ltd., Hinton, Alta.	Woodworkers Loc. 1-207 (AFL-CIO/CLC)	217	4,560	13,460	Feb. 3 —	Wages—
Mines						
METAL						
*Hudson Bay Mining and Smelting Company, Flin Flon, Man.	Various trade unions (AFL-CIO/CLC)	550	11,550	37,840	Jan. 27 —	Vacations, holidays, welfare plan —
Iron Ore Co. of Canada Ltd., Schefferville, Qué.	Steelworkers Loc. 5567 (AFL-CIO/CLC)	600	2,100	2,100	Apr. 1 Apr. 4	Alleged unjust lay-off of one employee—Return of workers, when employee rehired.
British Newfoundland Exploration, Springdale, Nfld.	Steelworkers Loc. 6960 (AFL-CIO/CLC)	135	2,030	2,030	Apr. 11 —	Wages, other matters—
NON-METAL						
Aluminum Co. of Canada, St. Lawrence, Nfld.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	300	3,000	3,000	Apr. 18 —	Wages—
Manufacturing						
FOOD AND BEVERAGES						
McGavin Toastmaster, Vancouver, B.C.	Bakery Workers Loc. 468 (CLC)	125	2,630	5,510	Mar. 1 —	Job security—
Bonavista Cold Storage, Bonavista, Nfld.	Food Workers (AFL-CIO/CLC)	180	90	90	Apr. 19 Apr. 20	Dispute over dismissal of one worker—Return of workers on instruction of union.
RUBBER						
Mansfield-Denman General Ltd., Barrie, Ont.	Rubber Workers Loc. 536 (AFL-CIO/CLC)	430	860	860	Apr. 29 —	Alleged dispute over an engineer- ing time study—
LEATHER						
Chartered Traders Ltd., Québec, Qué.	Clothing Workers' Federation (CNTU)	126	2,650	6,180	Feb. 22 —	Wages, retroactive pay, fringe benefits—
Daoust-Lalonde Inc., Montreal, Qué.	Clothing Workers' Federation (CNTU)	230	1,730	1,730	Apr. 21 —	Wages, hours, fringe benefits—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1971, (Preliminary) (Cont.)

Industry	Employer	Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
					April	Accu- mulated	Termination Date	
FURNITURE AND FIXTURES								
Ideal Upholstering Co. Ltd., Montreal Est, Qué.	Upholsterers Loc. 402 (AFL-CIO/CLC)	270	2,700	2,700	Apr. 19	—	—	Wages, vacations, fringe benefits
PAPER								
Canadian International Paper, Gatineau, Qué.	Pulp and Paper Mill Workers Loc. 142 (AFL-CIO/CLC)	1,100	—	3,300	Mar. 28 Apr. 1	—	—	Job security—Return of workers.
New Brunswick International Paper Co., Dalhousie, N.B.	Pulp and Paper Mill Workers Loc. 146 (AFL-CIO/CLC)	900	900	2,700	Mar. 29 Apr. 1	—	—	Job security—Return of workers.
Consolidated Bathurst, New Richmond, Qué.	Pulp and Paper Mill Workers Loc. 574 (AFL-CIO/CLC)	306	5,810	5,810	Apr. 3	—	—	Wages, length of contract—
St. Anne Nackawic, Nackawic, N.B.	Pulp and Paper Mill Workers Loc. 219 (AFL-CIO/CLC)	400	1,200	1,200	Apr. 7 Apr. 10	—	—	Protesting working conditions— Return of workers.
PRIMARY METALS								
Aluminum Co. of Canada Ltd., Richmond, B.C.	Steelworkers (AFL-CIO/CLC)	100	2,100	13,300	Oct. 23	—	—	Failure to negotiate a new agree- ment—
Bundy of Canada Ltd., Bramalea, Ont.	Auto Workers Loc. 1285 (CLC)	130	590	590	Apr. 14 Apr. 20	—	—	Wages—\$1.05 wage and benefit package spread over 3 years.
METAL FABRICATING								
Hawker Siddeley Canadian Bridge Div. Windsor, Ont.	Steelworkers Loc. 2471 (AFL-CIO/CLC)	500	1,500	39,500	Dec. 14 Apr. 6	—	—	Wages, working conditions —
Trane Co. of Canada, Toronto, Ont.	U.E. Loc. 512 (Ind.)	230	4,830	14,720	Feb. 1	—	—	Not reported—
Dynamic Industries Inc., Québec, Qué.	Auto Workers Loc. 1044 (CLC)	148	1,480	1,480	Apr. 19	—	—	Wages—
Chubb, Mosler & Taylor Ltd., Brampton, Ont.	Chemical Workers Loc. 678 (AFL-CIO/CLC)	160	640	640	Apr. 23 Apr. 29	—	—	Wages—80¢ per hr. increase over two years.
MACHINERY								
Brown-Boggs Foundry and Machine Co. Ltd., Hamilton, Ont.	U.E. Loc. 520 (Ind.)	100	1,400	1,400	Apr. 13	—	—	Wages, other matters—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1971, (Preliminary) (Cont.)

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved	April	Accu- mulated	Termination Date	Result
TRANSPORTATION EQUIPMENT						
Gabriel of Canada Limited, Toronto and Mississauga, Ont.	Machinists Loc. 1295 (AFL-CIO/CLC)	630	1,260	15,750	Feb. 28 Apr. 5	Wages, other benefits—Return of workers, settlement terms not reported.
The Prestolite Company, Point Edward, Toronto and Maple, Ont.	Auto Workers Locs. 456, 421 and 252 (CLC)	714	5,000	17,850	Mar. 8 Apr. 12	Wages, fringe benefits—25¢ an hr increase on return to work, 8 Sep. 1, 1971, 11¢ Mar. 1972, 12¢ Mar. 1973 for most workers; for 55 other employees, further nego- tiations.
Canadian Trailmobile Limited, Brantford, Ont.	Auto Workers Loc. 397 (CLC)	315	5,990	5,990	Apr. 3 —	Wages, other benefits—
National Auto Radiator Co., Windsor, Ont.	Auto Workers Loc. 195 (CLC)	210	110	110	Apr. 21 Apr. 22	Delay in new contract negotia- tions—Return of workers.
Ontario Steel Products Co. Ltd., Chatham, Oshawa and Milton, Ont.	Auto Workers various locals (CLC)	1,400	1,680	1,680	Apr. 23 Apr. 25	Wages, hours—25¢ an hour in- crease retroactive to Mar. 16, 1971, 15¢ Mar. 16, 1972, 5¢ Sep. 16, 1972, 10¢ Mar. 16, 1973, 5¢ Sep. 16, 1973; other improved benefits.
Hawker Siddeley Canada Ltd., Canadian Car Division, Thunder Bay, Ont.	Office Employees Loc. 81 (AFL-CIO/CLC)	720	2,880	2,880	Apr. 27 —	Job security—
National Auto Radiator Co., Windsor, Ont.	Auto Workers Loc. 195 (CLC)	210	110	110	Apr. 30 —	Wages, other benefits—
ELECTRICAL PRODUCTS						
Northern Electric Co. Ltd., London, Ont.	Auto Workers Loc. 27 (CLC)	913	5,480	23,740	Mar. 4 Apr. 11	Failure to reach agreement—Re- turn of workers, settlement terms not reported.
Phillips Cables Limited, Brockville, Ont.	I.U.E. Loc. 510 (AFL-CIO/CLC)	515	5,670	5,670	Apr. 16 —	Wages, pension, vacations—
Phillips Cables (Western) Ltd., Coleman, Alta.	Canadian Electrical Workers Loc. 2, (Ind.)	119	360	360	Apr. 16 Apr. 21	Wages, fringe benefits—50¢ an hr increase retroactive to Feb. 18, 1971, 30¢ Feb. 18, 1972; \$260 re- troactive pay, 10 statutory holi- days, other benefits.
Prestolite Company Division of Eltra of Canada Ltd., Guelph, Ont.	I.U.E. Loc. 508 (AFL-CIO/CLC)	284	1,140	1,140	Apr. 22 Apr. 28	Disagreement over severance pay —Return of workers pending negotiations.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1971, (Preliminary) (Cont.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				April	Accu- mulated	Termination Date	
MISCELLANEOUS MANUFACTURING							
	Compo Records (Ont.) Ltd., Cornwall, Ont.	Leather and Plastic Workers Loc. 9 (AFL-CIO/CLC)	321	320	320	Apr. 12 Apr. 13	Intra-union dispute—Return of workers pending certification vote by the Ontario Dept. of Labour.
Construction							
	Newfoundland and Labrador Construction Association, St. John's, Nfld.	Labourers and Bricklayers (AFL-CIO/CLC)	250	4,750	4,750	Apr. 5 —	Not reported—
Trade							
	Dominion Stores Ltd., St. John's, Nfld.	Retail, Wholesale Employees Loc. 597 (AFL-CIO/CLC)	200	3,800	3,800	Apr. 5 —	Wages—
	Dominion Stores Ltd., Montreal area, Qué.	Retail Clerks Loc. 500 (AFL-CIO/CLC)	230	2,070	2,070	Apr. 20 —	Wages, fringe benefits—
Service							
EDUCATION							
	Lambton County Board of Education, Sarnia, Ont.	Public Employees Locs. 1019 & 986 (CLC)	250	3,500	9,000	Mar. 1 Apr. 22	Wages, contracting-out—General wage increase from 38¢ to 68¢ over a 22-month contract; other benefits.
	University of Québec, Montreal, Qué.	Public Employees (CLC)	400	2,000	2,800	Mar. 30 Apr. 8	Pension fund, holidays, work schedules, other matters—9% wage increase for technicians, 5.5% for office workers, 5.4% for cafeteria staff; other improved benefits.
	Niagara South Board of Education, Niagara Peninsula, Ont.	Public Employees Loc. 468 (CLC)	437	3,500	3,500	Apr. 21 —	Wages—
	Calgary Public School Board, Calgary, Alta.	Alberta Teachers' Association Loc. 38 (Ind.)	4,000	12,000	12,000	Apr. 21 Apr. 26	Working conditions—Return of teachers when agreement reached.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1971, (Preliminary)

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved	April	Accu- mulated	Termination Date	Result
Public Administration						
PROVINCIAL ADMINISTRATION						
Agences Service Social, Province-wide, Qué.	Service Employees' Federation (CNTU)	1,000	7,000	32,000	Feb. 25 Apr. 14	Wages, security of employment— Wage increases.
LOCAL ADMINISTRATION						
Corporation of the City of Halifax, Halifax, N.S.	Public Employees Locs. 108 & 449 (CLC)	763	8,940	12,170	Mar. 18 Apr. 19	Wages—Return of workers pending Provincial Industrial Inquiry
The Corporation of the City of London, London, Ont.	Public Employees various locals (CLC)	918	920	920	Apr. 23 Apr. 24	Wages—Return of workers settlement terms not reported.

*Federal jurisdiction.

4—Employment Injuries

Table H-1—Employment Injuries† Reported by Workmen's Compensation Boards, 1961-1970

Year	Temporary Disability		Permanent Disability		Fatality		Total		Ratio‡ of Grand Total Fatalities
	No.	%	No.	%	No.	%	No.	%	
1961.....	169,980	95.4	7,347	4.1	856	0.5	178,183	100.0	78.8
1962.....	183,754	95.5	7,849	4.1	834	0.4	192,437	100.0	73.5
1963.....	196,500	95.3	8,928	4.3	893	0.4	206,321	100.0	72.4
1964.....	228,045	95.7	9,158	3.8	1,053	0.5	238,256	100.0	79.8
1965.....	253,623	95.9	9,814	3.7	1,118	0.4	264,555	100.0	84.3
1966.....	257,020	95.3	11,391	4.2	1,198	0.5	269,609	100.0	96.5
1967.....	257,840	95.5	11,190	4.1	1,058	0.4	270,088	100.0	91.5
1968.....	246,666	94.3	13,846	5.3	928	0.4	261,440	100.0	91.2
1969.....	284,053	94.6	15,094	5.1	974	0.3	300,121	100.0	86.8
1970*.....	293,982	94.5	16,147	5.2	956	0.3	311,085	100.0	113.0**
Average 1961-1970.....	237,157	95.2	11,076	4.4	977	0.4	249,210	100.0	85.0

* Preliminary. † Distribution partly estimated.

‡ Ratio of total fatalities reported by the Workmen's Compensation Boards to grand total fatalities compiled by the Canada Department of Labour. See Table H-4.

* Late returns from provinces cause this high figure.

Table H-2—Employment Injuries†, Workmen's Compensation Settlement Rates per 10,000 Workers Employed, 1961-1970

Year	Temporary Disability		Permanent Disability		Fatality		Total		Total of Workers Employed‡ (in thousands)
	No.	Rate ⁽¹⁾	No.	Rate ⁽¹⁾	No.	Rate ⁽¹⁾	No.	Rate ⁽¹⁾	
1961.....	169,980	280.7	7,347	12.1	856	1.4	178,183	294.2	6,055
1962.....	183,754	295.2	7,849	12.6	834	1.3	192,437	309.1	6,225
1963.....	196,500	308.2	8,928	14.0	893	1.4	206,321	323.6	6,375
1964.....	228,045	345.1	9,158	13.9	1,053	1.6	238,256	360.5	6,609
1965.....	253,623	369.6	9,814	14.3	1,118	1.6	264,555	385.5	6,862
1966.....	257,020	359.4	11,391	15.9	1,198	1.7	269,609	377.0	7,152
1967.....	257,840	349.4	11,190	15.2	1,058	1.4	270,088	366.0	7,379
1968.....	246,666	327.3	13,846	18.4	928	1.2	261,440	346.9	7,537
1969.....	284,053	365.1	15,094	19.4	974	1.3	300,121	385.6	7,780
1970*.....	293,982	373.1	16,147	20.5	956	1.2	311,085	394.8	7,879
Average 1961-1970.....	237,157	339.5	11,076	15.9	977	1.4	249,210	356.8	6,985

* Preliminary. † Distribution partly estimated.

‡ DBS estimates, Special Surveys Division, special tables, 12-month averages.

⁽¹⁾ Rate = number of cases per 10,000 workers employed.

Table H-3—Employment Injuries, Fatal and Non-fatal, Reported by Workmen's Compensation Boards, by Province, 1969 and 1970 (See page 506).

Table H-4—Employment Fatalities by Industry, 1961-1970

Year	Agriculture		Forestry		Fishing ⁽¹⁾		Mining ⁽²⁾		Manufacturing		Constructio
	No.	%	No.	%	No.	%	No.	%	No.	%	No.
1961.....	68	6.3	99	9.1	40	3.7	135	12.4	178	16.4	238
1962.....	62	5.5	127	11.2	12	1.0	151	13.3	216	19.0	204
1963.....	49	4.0	122	9.9	34	2.8	163	13.2	222	18.0	234
1964.....	72	5.4	155	11.7	37	2.8	161	12.2	235	17.8	252
1965.....	50	3.8	108	8.1	40	3.0	176	13.3	225	17.0	277
1966.....	55	4.4	110	8.8	37	3.0	146	11.7	220	17.7	293
1967.....	30	2.6	106	9.2	33	2.9	183	15.8	187	16.1	223
1968.....	27	2.6	102	10.0	19	1.9	134	13.1	176	17.3	217
1969.....	30	2.7	88	7.8	18	1.6	162	14.4	207	18.5	235
1970*.....	13	1.5	80	9.5	21	2.5	120	14.2	150	17.7	168
Average 1961-1970.....	46	4.0	110	9.6	29	2.5	153	13.3	202	17.6	234

* Preliminary. ⁽¹⁾ Includes trapping and hunting. ⁽²⁾ Includes quarrying and oil wells. ⁽³⁾ Includes storage, communication, electrical power, gas and water utilities. ⁽⁴⁾ Includes insurance and real estate. ⁽⁵⁾ Includes community, business and personal service. ⁽⁶⁾ Includes defence.

Table H-5—Employment Fatality Rates by Industry†, 1961-1970

Year	Agriculture		Forestry		Fishing		Mining		Manufacturing		Constructio
	R ⁽¹⁾	E ⁽²⁾	R	E	R	E	R	E	R	E	R
1961.....	1.0	681	11.5	86	22.2	18	16.9	80	1.2	1,452	6.3
1962.....	0.9	660	17.2	74	5.2	23	18.6	81	1.4	1,502	5.2
1963.....	0.8	649	15.3	80	13.6	25	22.6	72	1.4	1,552	5.8
1964.....	1.1	630	18.9	82	14.2	26	18.5	87	1.4	1,650	6.1
1965.....	0.8	594	14.0	77	17.4	23	13.1	134	1.4	1,636	6.0
1966.....	1.0	544	14.5	76	14.2	26	12.1	121	1.3	1,744	5.9
1967.....	0.5	559	12.5	79	13.2	25	16.1	114	1.1	1,756	4.3
1968.....	0.5	546	12.8	80	7.9	24	11.5	117	1.0	1,754	4.6
1969.....	0.6	535	11.0	80	8.6	21	14.0	116	1.1	1,819	4.9
1970*.....	0.3	511	11.1	72	10.5	20	9.6	125	0.8	1,790	3.6
Average 1961-1970.....	0.8	591	13.9	79	12.6	23	14.6	105	1.2	1,666	5.3

* Preliminary.

⁽¹⁾ R = Fatality rate (number of fatalities per 10,000 workers employed).

⁽²⁾ E = Workers employed, in thousands. DBS estimates, Special Surveys Division, special tables, 12-month averages (figures may not add to totals shown because of rounding).

† See footnotes 1-6, Table H-4.

⁽³⁾ Rate for 1970 includes 7 fatalities in unspecified industries.

Transportation ⁽³⁾		Trade		Finance ⁽⁴⁾		Service ⁽⁵⁾		Public Administration		Not Specified		Total	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
188	17.3	52	4.8	1	0.1	19	1.7	68	6.3	—	—	1,086	100.0
209	18.4	58	5.1	2	0.2	16	1.4	78	6.9	—	—	1,135	100.0
210	17.0	61	4.9	1	0.1	28	2.3	109	8.8	—	—	1,233	100.0
237	18.0	62	4.7	2	0.2	55	4.2	52	3.9	—	—	1,320	100.0
287	21.6	70	5.3	3	0.2	38	2.9	52	3.9	—	—	1,326	100.0
251	20.2	59	4.7	1	0.1	43	3.5	29	2.3	—	—	1,244	100.0
237	20.5	64	5.5	5	0.4	55	4.7	35	3.0	—	—	1,158	100.0
178	17.4	58	5.7	—	—	45	4.4	64	6.3	—	—	1,020	100.0
206	18.4	60	5.3	2	0.2	50	4.5	64	5.7	—	—	1,122	100.0
138	16.3	47	5.6	3	0.3	35	4.1	64	7.6	7	0.8	846	100.0
214	18.6	59	5.1	2	0.2	38	3.3	61	5.3	1	0.1	1,149	100.0

Transportation		Trade		Finance		Service		Public Administration		Total	
R	E	R	E	R	E	R	E	R	E	R	E
3.3	563	0.5	1,025	0.1	239	0.2	1,178	1.9	356	1.9	6,055
3.6	588	0.6	1,049	0.1	248	0.1	1,244	2.2	362	1.8	6,225
3.5	597	0.6	1,062	0.1	254	0.2	1,306	2.9	371	1.9	6,375
4.0	591	0.6	1,105	0.1	264	0.4	1,386	1.4	377	2.0	6,609
4.7	617	0.6	1,145	0.1	280	0.3	1,489	1.3	403	1.9	6,862
4.0	620	0.5	1,180	0.0	302	0.3	1,622	0.7	419	1.7	7,152
3.4	659	0.5	1,224	0.2	312	0.3	1,732	0.8	443	1.5	7,379
2.6	673	0.5	1,260	—	327	0.2	1,830	1.4	458	1.3	7,537
3.0	693	0.5	1,292	0.1	350	0.3	1,918	1.4	474	1.4	7,780
2.0	692	0.4	1,320	0.1	365	0.2	2,025	1.3	486	1.1 ⁽³⁾	7,879
3.4	629	0.5	1,166	0.1	294	0.2	1,573	1.5	415	1.6	6,985

Table H-6—Employment Fatalities, by Province and Industry, 1969-1970

1969†

Industry	Nfld.	P.E.I.	N.S.	N.B.	Qué.	Ont.	Man.	Sas
AGRICULTURE.....	—	—	—	—	6	18	1	—
FORESTRY.....	1	—	2	9	10	11	1	—
FISHING AND TRAPPING.....	—	—	1	—	8	2	—	—
MINES, QUARRIES, OIL WELLS.....	10	—	8	1	12	54	11	—
Metal mines.....	2	—	—	—	2	42	5	—
Coal mines.....	—	—	8	—	—	—	1	—
Petroleum and gas.....	1	—	—	—	—	2	—	—
Non-metal, quarries, services.....	7	—	—	1	10	10	5	—
MANUFACTURING.....	4	—	6	9	39	89	3	—
Food and beverages.....	3	—	1	2	3	4	—	—
Tobacco.....	—	—	1	—	—	—	—	—
Rubber.....	—	—	—	—	—	3	—	—
Leather.....	—	—	—	—	—	—	—	—
Textile.....	—	—	—	—	2	—	—	—
Clothing.....	—	—	—	—	—	—	—	—
Wood.....	—	—	—	1	12	9	—	—
Paper.....	—	—	1	2	4	7	—	—
Printing, publishing.....	—	—	—	2	1	2	1	—
Primary metal.....	1	—	1	—	5	13	—	—
Metal fabricating.....	—	—	—	1	4	13	1	—
Machinery.....	—	—	—	—	1	7	—	—
Transportation equipment.....	—	—	—	—	3	7	—	—
Electrical.....	—	—	—	—	—	3	—	—
Non-metallic minerals.....	—	—	1	1	—	12	—	—
Petroleum and coal.....	—	—	1	—	2	4	—	—
Chemicals.....	—	—	—	—	1	4	1	—
Miscellaneous.....	—	—	—	—	1	1	—	—
CONSTRUCTION.....	9	—	11	7	47	66	21	—
Building.....	3	—	1	3	13	10	1	—
Highway.....	5	—	2	2	11	9	5	—
Other.....	1	—	8	2	23	47	15	—
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	5	—	15	8	39	56	11	1
Air.....	—	—	—	—	3	2	3	—
Water.....	—	—	10	—	2	2	—	—
Railway.....	—	—	1	7	5	15	2	—
Local and highway.....	3	—	2	1	21	29	4	—
Miscellaneous.....	—	—	—	—	—	—	—	—
Storage.....	—	—	—	—	1	—	—	—
Communication.....	—	—	—	—	1	3	—	—
Electric power, gas, water.....	2	—	2	—	6	5	2	—
TRADE.....	3	—	3	—	10	16	3	—
Wholesale.....	—	—	1	—	5	10	—	—
Retail.....	3	—	2	—	5	6	3	—
FINANCE, INSURANCE AND REAL ESTATE.....	—	—	—	—	—	—	—	—
SERVICE.....	1	—	1	—	6	17	3	—
Community.....	—	—	—	—	1	10	1	—
Personal.....	1	—	1	—	5	7	2	—
PUBLIC ADMINISTRATION.....	1	—	1	—	7	22	8	—
NOT SPECIFIED.....	—	—	—	—	—	—	—	—
Total.....	34	—	48	34	184	351	62	3

* Preliminary. † Revised.

1970*

Yukon and N.W.T. Canada				1970*												Yukon and N.W.T. Canada			
Alta.	B.C.	N.W.T.	Canada	Nfld.	P.E.I.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Canada	Alta.	B.C.	N.W.T.	Canada
1	4	—	30	—	—	—	—	1	9	1	—	1	1	—	13				
4	47	—	88	—	—	4	4	12	12	2	1	4	41	—	80				
—	7	—	18	4	—	8	7	1	—	—	—	—	1	—	21				
17	42	3	162	5	—	3	4	15	43	8	7	8	26	1	120				
—	25	1	78	3	—	—	1	6	33	6	2	—	15	1	67				
3	6	—	18	—	—	3	2	—	—	—	1	1	4	—	11				
1	—	—	4	—	—	—	—	—	1	—	—	3	—	—	4				
13	11	2	62	2	—	—	1	9	9	2	4	4	7	—	38				
17	35	—	207	1	—	4	5	26	71	2	—	15	26	—	150				
1	2	—	18	—	—	—	1	2	9	—	—	2	1	—	15				
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—				
—	—	—	3	—	—	—	—	—	1	—	—	1	—	—	2				
—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	2				
—	—	—	2	—	—	1	—	2	—	—	—	—	—	—	3				
—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1				
3	12	—	37	—	—	3	2	4	10	1	—	2	10	—	32				
1	9	—	24	—	—	—	2	8	4	—	—	—	2	—	16				
—	—	—	6	—	—	—	—	—	1	—	—	—	1	—	2				
2	5	—	28	—	—	—	—	1	11	—	—	3	4	—	19				
4	2	—	25	—	—	—	—	4	8	—	—	1	1	—	14				
2	—	—	10	—	—	—	—	—	5	—	—	1	2	—	8				
—	3	—	13	—	—	—	—	—	4	—	—	—	2	—	6				
—	—	—	3	—	—	—	—	1	4	—	—	—	1	—	6				
1	—	—	15	—	—	—	—	2	8	—	—	1	—	—	11				
2	1	—	10	—	—	—	—	—	—	1	—	1	—	—	2				
—	1	—	8	1	—	—	—	—	3	—	—	1	2	—	7				
1	—	—	4	—	—	—	—	2	—	—	—	2	—	—	4				
28	40	—	235	6	—	1	6	39	54	6	6	19	31	—	168				
3	12	—	48	1	—	—	—	6	11	—	1	8	12	—	39				
8	11	—	56	4	—	—	2	4	5	1	3	1	8	—	28				
17	17	—	131	1	—	1	4	29	38	5	2	10	11	—	101				
21	39	2	206	4	—	8	6	17	47	8	2	15	27	4	138				
2	7	2	20	—	—	—	—	3	4	2	—	1	5	1	16				
—	11	—	25	1	—	4	1	2	8	—	—	—	1	—	17				
6	7	—	43	—	—	—	—	3	11	1	2	2	5	—	24				
7	11	—	85	2	—	3	4	5	16	5	—	9	7	3	54				
3	1	—	4	—	—	—	—	1	—	—	—	—	1	—	2				
—	1	—	3	—	—	—	—	—	1	—	—	—	1	—	2				
1	—	—	5	—	—	—	—	1	2	—	—	—	5	—	8				
2	1	—	21	1	—	1	1	2	5	—	—	3	2	—	15				
13	10	—	60	1	—	—	2	11	12	1	3	6	11	—	47				
7	3	—	27	—	—	—	1	4	9	1	1	5	3	—	24				
6	7	—	33	1	—	—	1	7	3	—	2	1	8	—	23				
1	1	—	2	—	—	—	—	1	2	—	—	—	—	—	3				
6	14	—	50	1	—	1	1	6	14	4	1	3	3	1	35				
5	6	—	24	1	—	1	—	2	5	2	—	1	2	1	15				
1	8	—	26	—	—	—	1	4	9	2	1	2	1	—	20				
10	12	2	64	1	—	1	2	3	21	6	9	5	15	1	64				
—	—	—	—	—	—	1	—	1	1	—	—	3	1	—	7				
118	251	7	1,122	23	—	31	37	133	286	38	29	79	183	7	846				

Table H-7—Employment Fatalities by Industry† and Type of Accident, 1969-1970

Type of Accident	1969†						
	Agri- culture	For- estry	Fishing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion
Striking against and stepping on objects	—	—	—	—	1	2	—
Struck by.....	5	62	1	43	37	65	30
Caught in, on, or between.....	12	12	—	12	27	24	13
Collisions, derailments, wrecks.....	5	4	—	19	44	35	95
Falls and slips.....	3	6	14	15	35	70	38
Conflagrations, temperature extremes and explosions.....	1	1	3	5	13	9	4
Inhalations, contact, absorptions, ingestions and industrial diseases	—	—	—	64	30	5	7
Contact with electric current.....	3	—	—	—	12	22	12
Over-exertion.....	—	1	—	3	4	2	3
Miscellaneous accident types.....	1	2	—	1	4	1	4
Total.....	30	88	18	162	207	235	206

* Preliminary. † Revised. ‡ See footnotes 1-6, Table H-4.

Table H-3—Employment Injuries, Fatal and Non-Fatal, Reported by Workmen's Compensation Boards, by Province, 1969-1970

Province	1969†					1970*				
	Non-fatal			Fatal	Total	Non-fatal			Fatal	Total
	Medical Aid only	Temporary Disability	Permanent Disability			Medical Aid Only	Temporary Disability	Permanent Disability		
Newfoundland.....	5,414	4,518	113	32	10,077	4,961	4,839	47	36	9,883
Prince Edward Island.....	1,096	1,038	22	2	2,158	1,023	1,009	7	2	2,039
Nova Scotia.....	13,954	10,555	328	47	24,884	13,522	10,724	43	27	24,316
New Brunswick.....	14,926	8,462	339	26	23,753	15,154	8,833	327	33	24,344
Québec.....	119,643	52,543	5,899	193	178,278	114,426	61,566	7,016	211	183,213
Ontario.....	229,391	126,713‡	5,153‡	275	361,532	237,845	129,140‡	5,144‡	315	372,400
Manitoba.....	16,807	14,231	416	67	31,521	15,901	14,149	503	34	30,587
Saskatchewan.....	13,659	11,196	339	34	25,228	12,134	8,767	369	31	21,301
Alberta.....	36,558	24,445	1,165	130	62,298	33,391	26,186	1,223	118	60,915
British Columbia.....	51,143	30,352	1,320	168	82,983	53,822	28,769	1,468	149	84,200
Canada.....	502,591	284,053	15,094	974	802,712	502,179	293,982	16,147	956	813,262

* Preliminary † Revised

‡ Only combined figures of 131,866 in 1969 and 134,284 in 1970 for temporary disability and permanent disability claims are available from the Ontario Workmen's Compensation Board. The figures illustrated have been estimated from these totals.

1970*

Fi- nance	Serv- ice	Public Ad- minis- tra- tion	Total	Agri- cul- ture	For- estry	Fish- ing	Min- ing	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade	Fi- nance	Serv- ice	Public Ad- minis- tra- tion	Not speci- fied	Total
—	—	—	4	—	—	—	—	—	—	1	—	—	—	—	—	1
—	6	10	264	1	44	1	37	25	31	16	5	—	2	13	2	177
—	2	5	112	4	10	1	15	24	24	7	3	—	2	3	—	93
—	22	18	269	2	14	—	7	20	31	64	27	2	10	17	3	197
1	8	16	212	1	5	18	18	26	55	27	4	—	9	13	2	178
—	4	1	50	1	1	1	9	13	7	3	1	—	1	3	—	40
—	3	4	114	1	—	—	29	22	5	1	4	—	1	4	—	67
—	—	1	52	2	2	—	2	10	11	14	1	—	—	3	—	45
—	1	4	20	—	2	—	—	3	1	2	—	—	1	4	—	13
1	4	5	25	1	2	—	3	7	3	3	2	1	9	4	—	35
2	50	64	1,122	13	80	21	120	150	168	138	47	3	35	64	7	846

Table H-8—Employment Fatalities by Industry† and Occupation, 1969-1970

1969†

Occupation	Agri- culture	For- estry	Fishing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade	Fi- nance	Serv- ice	Public Ad- minis- tra- tion	Total Tot	P Ce
Farmers and farm workers.....	30	—	—	—	—	—	—	—	—	—	—	30	2
Loggers and related workers.....	—	73	—	—	—	—	—	—	—	—	5	78	7
Fishermen, trappers and hunters	—	—	18	—	—	—	—	—	—	1	—	19	1
Miners, quarrymen and related workers.....	—	—	—	137	—	—	—	—	—	1	—	138	12
Craftsmen, production process and related workers.....	—	5	—	14	115	142	49	15	—	3	12	355	31
Labourers and unskilled workers (not agricultural, fishing, log- ging or mining).....	—	—	—	—	37	72	10	7	—	5	12	143	12
Transport and communication....	—	7	—	4	27	8	131	14	—	5	5	201	17
Managerial.....	—	2	—	3	11	11	7	10	—	4	3	51	4
Professional and technical.....	—	—	—	3	7	1	3	1	—	9	6	30	2
Clerical.....	—	—	—	—	2	1	2	1	—	1	—	7	0
Sales.....	—	—	—	—	4	—	—	9	—	2	—	15	1
Service and recreation.....	—	1	—	1	4	—	4	3	2	19	21	55	4
Not specified.....	—	—	—	—	—	—	—	—	—	—	—	—	—
Total.....	30	88	18	162	207	235	206	60	2	50	64	1,122	100
Per cent of total.....	2.7	7.8	1.6	14.4	18.5	20.9	18.4	5.3	0.2	4.5	5.7	100.0	
Workers employed in thousands**.....	535	80	21	116	1,819	482	693	1,292	350	1,918	474	7,780	
Fatality rate per 10,000 employees.....	0.56	11.00	8.57	13.97	1.14	4.88	2.97	0.46	0.06	0.26	1.35	1.44	

* Preliminary. † Revised. ‡ See footnotes 1-6, Table H-4.

** DBS Estimates, Special Surveys Division, Special Tables, 12-month averages (figures may not add to the totals shown because of rounding).

1970*

Workers Em- ployed Thou- sands	Fatality Rate per 10,000 Em- ployees	Agri- culture	For- estry	Fish- ing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade	Fi- nance	Serv- ice	Public Ad- minis- tra- tion	Not Spe- cified	Total	Per Cent of Total	Workers Em- ployed in Thou- sands	Fatality Rate per 10,000 Em- ployees
34	0.56	9	—	—	—	—	—	—	—	—	1	1	—	11	1.3	513	0.21
51	15.29	—	55	—	—	2	14	—	—	—	—	2	—	73	8.6	46	15.87
21	9.05	—	—	20	—	—	1	—	—	—	—	—	—	21	2.5	21	10.00
56	24.64	—	—	—	95	4	—	—	1	—	1	—	—	101	11.9	58	17.41
81	1.79	—	11	—	18	79	96	32	6	—	1	15	1	259	30.6	1,954	1.33
18	4.50	—	—	—	—	28	36	9	6	1	6	16	2	104	12.3	319	3.26
15	4.84	1	10	1	2	13	12	78	16	1	5	6	2	147	17.4	418	3.52
48	0.68	—	3	—	1	6	2	4	8	1	3	1	—	29	3.4	786	0.37
38	0.29	2	—	—	3	4	5	2	1	—	3	4	1	25	3.0	1,070	0.23
52	0.06	—	—	—	—	5	1	4	1	—	1	3	—	15	1.8	1,168	0.13
30	0.28	—	—	—	—	5	—	2	7	—	1	—	1	16	1.9	558	0.29
37	0.59	1	—	—	—	1	—	7	—	—	12	16	—	37	4.4	967	0.38
—	—	—	1	—	1	3	1	—	1	—	1	—	—	8	0.9	—	—
780	1.44	13	80	21	120	150	168	138	47	3	35	64	7	846	100.0	7,879	1.07
—	—	1.5	9.5	2.5	14.2	17.7	19.9	16.3	5.6	0.3	4.1	7.6	0.8	100.0	—	—	—
—	—	511	72	20	125	1,790	471	692	1,320	365	2,025	486	—	7,879	—	—	—
—	—	0.25	11.11	10.50	9.60	0.84	3.57	1.99	0.36	0.08	0.17	1.32	—	1.07	—	—	—

Table H-9—Employment Fatality Rates, 1969-1970

	1969†					
	Number of Fatalities			Workers Employed in Thousands**		
	Men	Women	Both Sexes	Men	Women	Both Sexes
A—By Sex and Industry‡						
Agriculture.....	29	1	30	460	75	535
Forestry.....	88	—	88	79	1	80
Fishing.....	18	—	18	21	—	21
Mining.....	162	—	162	109	7	116
Manufacturing.....	206	1	207	1,409	410	1,819
Construction.....	235	—	235	460	32	492
Transportation.....	206	—	206	583	110	693
Trade.....	59	1	60	845	447	1,292
Finance.....	2	—	2	179	172	351
Service.....	46	4	50	774	1,144	1,918
Public administration.....	62	2	64	353	121	474
Not specified.....	—	—	—	—	—	—
Total.....	1,113	9	1,122	5,272	2,508	7,780
B—By Sex and Occupation						
Farmers and farm workers.....	29	1	30	464	70	534
Loggers and related workers.....	78	—	78	51	—	51
Fishermen, trappers and hunters.....	19	—	19	21	—	21
Miners, quarrymen and related workers.....	138	—	138	56	—	56
Craftsmen, production process and related workers.....	353	2	355	1,700	281	1,981
Labourers and unskilled workers (not agricultural, fishing, logging or mining).....	143	—	143	297	21	318
Transport and communication.....	201	—	201	376	39	415
Managerial.....	51	—	51	657	91	748
Professional and technical.....	29	1	30	602	436	1,038
Clerical.....	6	1	7	348	804	1,152
Sales.....	15	—	15	325	205	530
Service and recreation.....	51	4	55	376	560	936
Not specified.....	—	—	—	—	—	—
Total.....	1,113	9	1,122	5,272	2,508	7,780
C—By Sex and Age Group						
14-19.....	40	1	41	412	336	748
20-24.....	135	1	136	676	490	1,166
25-34.....	238	2	240	1,196	488	1,684
35-44.....	240	2	242	1,182	480	1,662
45-54.....	192	—	192	995	428	1,423
55-64.....	152	3	155	654	243	897
65 and over.....	105	—	105	158	44	202
Not stated.....	11	—	11	—	—	—
Total.....	1,113	9	1,122	5,272	2,508	7,780

* Preliminary. † Revised. ‡ See footnotes 1-6, Table H-4.

** Figures may not add to the totals shown because of rounding (DBS estimates, Special Surveys Division, special tables, 12-month averages)

1970*

Fatality Rate per 10,000 Employees			Number of Fatalities			Workers Employed in Thousands**			Fatality Rate per 10,000 Employees		
Men	Women	Both Sexes	Men	Women	Both Sexes	Men	Women	Both Sexes	Men	Women	Both Sexes
0.63	0.13	0.56	13	—	13	442	69	511	0.29	—	0.25
11.14	—	11.00	80	—	80	71	1	72	11.27	—	11.11
8.57	—	8.57	21	—	21	20	—	20	10.50	—	10.50
14.86	—	13.97	120	—	120	119	6	125	10.08	—	9.60
1.46	0.02	1.14	149	1	150	1,397	394	1,790	1.07	0.03	0.84
5.11	—	4.88	168	—	168	451	21	471	3.73	—	3.57
3.53	—	2.97	138	—	138	585	107	692	2.36	—	1.99
0.70	0.02	0.46	46	1	47	863	458	1,320	0.53	0.02	0.36
0.11	—	0.06	3	—	3	184	181	365	0.16	—	0.08
0.59	0.03	0.26	34	1	35	814	1,211	2,025	0.42	0.01	0.17
1.76	0.17	1.35	63	1	64	364	121	486	1.73	0.08	1.32
—	—	—	7	—	7	—	—	—	—	—	—
2.11	0.04	1.44	842	4	846	5,310	2,569	7,879	1.59	0.02	1.07
0.63	0.14	0.56	11	—	11	449	65	513	0.24	—	0.21
15.29	—	15.29	73	—	73	46	—	46	15.87	—	15.87
9.05	—	9.05	21	—	21	21	—	21	10.00	—	10.00
24.64	—	24.64	101	—	101	58	—	58	17.41	—	17.41
2.08	0.07	1.79	259	—	259	1,685	269	1,954	1.54	—	1.33
4.81	—	4.50	104	—	104	296	23	319	3.51	—	3.26
5.35	—	4.84	147	—	147	377	42	418	3.90	—	3.52
0.78	—	0.68	29	—	29	685	101	786	0.42	—	0.37
0.48	0.02	0.29	24	1	25	620	450	1,070	0.39	0.02	0.23
0.17	0.01	0.06	13	2	15	339	828	1,168	0.38	0.02	0.13
0.46	—	0.28	15	1	16	347	212	558	0.43	0.05	0.29
1.36	0.07	0.59	37	—	37	388	580	967	0.95	—	0.38
—	—	—	8	—	8	—	—	—	—	—	—
2.11	0.04	1.44	842	4	846	5,310	2,569	7,879	1.59	0.02	1.07
0.97	0.03	0.55	34	—	34	418	327	744	0.81	—	0.46
2.00	0.02	1.17	99	—	99	680	499	1,179	1.46	—	0.84
1.99	0.04	1.43	188	1	189	1,225	515	1,739	1.53	0.02	1.09
2.03	0.04	1.46	177	1	178	1,171	491	1,663	1.51	0.02	1.07
1.93	—	1.35	161	1	162	1,003	453	1,456	1.61	0.02	1.11
2.32	0.12	1.73	104	1	105	657	243	900	1.58	0.04	1.17
6.65	—	5.20	54	—	54	156	42	198	3.46	—	2.73
—	—	—	25	—	25	—	—	—	—	—	—
2.11	0.04	1.44	842	4	846	5,310	2,569	7,879	1.59	0.02	1.07

Technical notes to "E" tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies either in person or by mail to the nearest local office of the Commission. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated, and this will be available for compensation of spells of proved unemployment during a period of one year,* unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided that there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment.

Claimants are required to report every two weeks by mail to the local office. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken the document on which the record of activity is maintained (the unemployment register) is placed in the active file, and it becomes dormant only

after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents the number of weeks of proved unemployment since the most recent separation from employment. When a new unemployment register is prepared, because the previous claim has terminated and a new entitlement has been computed, the number of weeks is calculated from the data of actual separation from employment. Information on the number of weeks on claim is based on examination of a 10-per-cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in Employment and Average Weekly Wages and Salaries (Employment Section, Labour Division, DBS) (DBS Catalogue No. 72-002). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

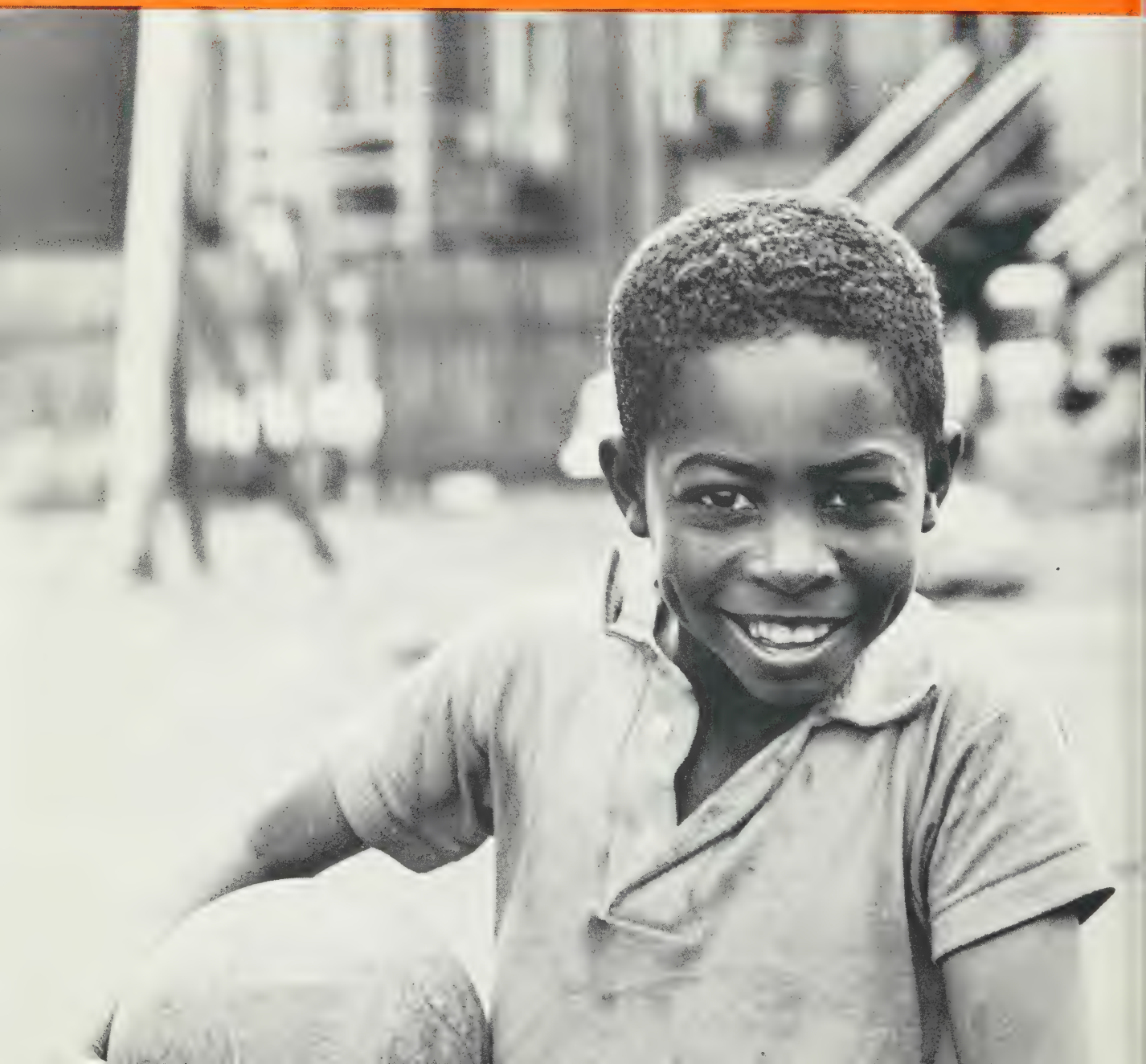
*Under the Training Allowances Act—1966, the benefit period of an insured person may be extended if he (or she) is in receipt of a training allowance. The benefit period is extended by the amount of time the person is undergoing training, but in no event can the benefit period extend beyond 156 weeks.

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The Labour Gazette



Unrest is a characteristic of civilization, and to fight against oppression—even unwisely—is a sign that men have begun to hope. As studies on social disasters have demonstrated, people who feel there is no escape submit to their fate; it is those who see an exit sign and an open door who struggle to reach it. See: *Conflict, Confrontation and Social Reform*, by Jules Oliver, p. 526.





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News briefs



James Chabot

■ **British Columbia's new Minister of Labour is James R. Chabot**, a native of Franham, Québec. Until his appointment in April, Mr. Chabot was a supervisor with CP Rail. He was first elected to the B.C. Legislature in 1963 and re-elected in 1966 and 1969. He represents the Columbia River electoral district. Mr. Chabot was educated in Québec and Vermont schools and speaks both English and French.

■ **Miss Ruth Addison**, the first woman to serve on the three-member Public Service Commission of Canada as well as the first woman to attain the rank of Deputy Minister, has retired after 30 years in the public service of Canada.

A native of Winnipeg, Manitoba, Miss Addison holds an Honours degree in History and Philosophy from the University of Manitoba. In 1941, after seven years with the Lands Branch of the Manitoba Government, she joined the civil service in Ottawa. In 1945 she became a statistician with the Department of Reconstruction and Supply, then an economist with the Department of Trade and Commerce. In 1951 she joined the newly created Department of Defence Production and later became executive assistant to the Deputy Minister, the post she held when selected as Commissioner in 1955. Besides her duties as Commissioner, Miss Addison was chairman of the Incentive Award Board of the Public Service. Before pay responsibility was transferred from the Commission to the Treasury Board, this was one of her chief responsibilities. She was chairman of the Advisory Committee on Pay Research. For ten years she was also a member of the National Joint Council. Miss Addison is a member of the Board of Directors of both the John Howard Society of Ottawa and the YM-YWCA of Ottawa.

Miss Addison's successor will be Mrs. Irene Johnson, previously chief of the manpower group in the social and cultural division of the Treasury Board. She has also worked as an economist with the Department of Labour, the Department of Industry, Trade and Commerce and the Department of Finance as well as the Dominion Bureau of Statistics. A native of Winnipeg, Mrs. Johnson is a widely known labour economist and has been a member of the federal public service since 1962. She has a law degree from the University of Toronto and has done postgraduate work at the London School of Economics. Her appointment was effective July 1.

■ **Arnie Masters**, former executive assistant to Labour Minister Bryce Mackasey, is the new head of the Maritime Employers Association, which bargains for about 30 shipping companies using the six major eastern Canadian ports. Montreal is the headquarters for the MEA but the organization has jurisdiction also over the ports of Toronto, Québec City, Saint John and Halifax. Montreal's waterfront has been plagued for a decade by labour troubles, low productivity and pilferage.

A survey of consumer finances conducted last year among some 12,000 households revealed that the average Canadian family income rose 17 per cent in two years to reach \$8,876 in 1969. The survey, conducted by the Dominion Bureau of Statistics, reported also that on the basis of Economic Council of Canada guides adjusted to 1969 price conditions, the number of families living on low incomes declined in relation to the total population.

The highest average family income was in Ontario, at \$9,793, followed by British Columbia with \$9,167, Québec with \$8,650, the Prairie Provinces with \$8,061, and the Atlantic Provinces with \$6,881.

For individuals living alone or as boarders in households where they have no family ties, the average across the country was \$4,003, up about 23 per cent in two years. In 1967 the highest was again in Ontario, followed by British Columbia with \$4,247, Québec with \$3,948, the Prairies with \$3,687, and the Atlantic Provinces with \$3,872.

These are averages of all family and unattached individuals' incomes. Since they include large numbers of relatively small incomes, and a few very large ones, some analysts think they are too high to be representative. The Bureau therefore calculated the median income figures—the income of families and individuals who are midway between the number below them and the number above them on the income scale. The median income for Ontario families, for instance, is \$8,994. For British Columbia it is \$8,604, for Québec \$7,534, for the Prairies \$7,248, and for the Atlantic Provinces \$7,067. For unattached individuals the median income was \$3,573 in Ontario, \$3,437 in British Columbia, \$3,212 in Québec, \$2,672 in the Prairies, and \$1,880 in the Atlantic Provinces.

The Economic Council stated in its 1968 review that families of two living on less than \$3,000 a year with \$1,000 more for each additional person, or single persons living on less than \$1,800 a year, were living on low incomes and these low-income cut-offs became known as Canada's poverty lines.

■ Organization within the labour movement in Canada must be consolidated if workers' interests are to be adequately protected, Donald MacDonald, President of the Canadian Labour Congress, told the convention of the Canadian Food and Allied Workers in May. Mr. MacDonald said that activities of that union in the organization of Atlantic coast fishermen was an example of the type of overall structure that was needed to meet present and future conditions.

"The Canadian Labour Congress is actively encouraging mergers and the consolidation of our movement," MacDonald said. "By this means, and only by this means, will Canadian workers have the type of union organization that is going to be essential to protect their interests in the future. I look forward to the day, for example, when there will be one organization representing those engaged in producing, processing and selling food. That is the type of organization we must have to give the most efficient service possible to our membership."

The CLC President told the delegates it was for this very reason that their organizational program on the Atlantic Coast was vitally important. The union already represented the vast majority of the Atlantic fishermen, but it did not end there. The Amalgamated Meat Cutters (the union's American wing) is a large international organization that has contracts with some 120 units in the North American fishing industry, including 19 plants in New England that are part of the Consolidated Food chain to which Booth Fisheries (of Nova Scotia) is directly connected. "This is an illustration of the importance of strong international union ties," MacDonald said, asserting that attacks on the principles of international unions could only result in the weakening of workers' organizations. "With corporations extending their operations on a global basis it was more important than ever that Canadian workers should have strong ties with workers in other countries."



Morris

DeWitt

Rae

Velazquez

Simonc

■ The Canada Department of Labour was represented at the May 3 opening ceremony of the extension to the Inter-American Institute for Labour Studies in Cuernavaca, Mexico, by Kenneth P. DeWitt, Head of the Department's Labour-Management Consultation Branch. Mr. Mackasey, the Minister of Labour, visited the campus in January together with Canadian Labour Congress President Donald MacDonald (LG, Feb., p. 79). Also in attendance at the ceremony were Joe Morris, Executive Vice-President of the CLC; John Simonds, Director of the CLC's International Affairs Department; and the Canadian Ambassador to Mexico, Dr. S. F. Rae. Financial backing for the project has been provided by the CLC and the Canadian International Development agency (LG, April, p. 223). The Institute was opened in 1965 and is operated jointly by the International Confederation of Free Trade Unions and its regional organization for the Americas.

■ Andy Andras, Director of the Legislation and Government Employees Department of the Canadian Labour Congress, died following a heart attack in St. John's, Newfoundland, in May. He was 58. Born in Montreal, on October 4, 1912, his first involvement with trade unions was as a member of the Workmen's Circle, a Jewish labour fraternal organization.

While in Montreal he was a member of the Young People's Socialist League and was one of the first members of the Co-operative Commonwealth Federation, the predecessor of the New Democratic Party. In

1940, he was appointed a member of the headquarter staff of the Canadian Brotherhood of Railway Employees, in Ottawa, now the Canadian Brotherhood of Railway, Transport and General Workers. He was assistant editor of the CBRT magazine "Canadian Transport". In 1941 he was appointed also assistant research director for the Canadian Congress of Labour, and was confirmed in this position with the Canadian Labour Congress in 1956 when the CLC merged with the Trade and Labour Congress of Canada.

Mr. Andras was appointed legislative and government employees' director for the CLC in 1957. In this capacity he was a member of a number of advisory bodies: the Unemployment Insurance Advisory committee, the Canada Pension Plan Advisory Committee and the Public Service Staff Relations Board. He was also a member of the board of governors of Carleton University, Ottawa, the board of governors of the Canadian Council on Social Development, and the committee of Experts on Social Security of the International Labour Organization.

The Manitoba Government has announced plans to establish a network of health and social development centres throughout the province. The centres will be patterned after those in St. Catharines and Sault Ste. Marie, Ont. They will offer a complete range of medical services and a wide variety of social programs: social workers, public health nurses and probation officers will be on staff, and family planning and marriage counselling will be available.

The Manitoba plan calls for the development of five centres, including one for central Winnipeg, which will be developed in co-operation with area hospitals, government and social service departments. Two additional centres are planned for metro Winnipeg, with the others being slated for rural Manitoba and Churchill.

Community Health Centres are not a new concept in Canada. Besides the Ontario-based centres, several exist in western Canada and others are in the planning stages across the nation. Up to now these centres have been organized and financed by consumers, but in Manitoba officials hope that the federal Government can be persuaded to share capital costs with the province on a 60-40 basis. Each centre's community sponsoring group would contribute the remaining 20 per cent through a long-term loan, repaid by the clinic's operation. If successful, this approach would ease the burden of the consumer and further open the doors to a full range of services to the poor and those with low incomes.

Employers are having trouble filling professional and executive jobs, even though the market is slack, according to the Technical Service Council, a non-profit Toronto placement service run by industry. Yet the number of out-of-work executives, engineers and professionals, is probably the largest since the 1930s. "We've had 300 applications for our opening of manufacturing manager," says one employer. "Not one has the specialized experience we need. Experience in our field is essential, and when we are paying \$16,000, we don't think we should have to train any one."

J. A. Macdougall, TSC's General Manager, says "The increasing complication of technology has made employers reluctant to hire men without experience in their industry or specialty." Meanwhile professionals who would normally be looking for new positions are staying put, fearing the risk of making a change. Thus, a substantial number of \$15,000 to \$35,000 positions are open, but are slow to be filled.

■ **Special labour relations legislation is urgently needed for the construction industry,** Canadian Construction Association President R.C.T. Stewart told members of the Construction Association of Nova Scotia recently. "Owners and the general public are also getting fed up with the conduct of labour relations under outmoded legislative ground rules in our industry." He stressed that the mobile nature of construction employment must be recognized if the industry's labour relations were to become more stable and mature.

Referring to the construction labour relations legislation enacted recently in British Columbia, Alberta, Ontario and Québec, Mr. Stewart praised the incorporation of a form of accreditation "whereby construction employers' associations may obtain exclusive bargaining powers for their sector of the industry with respect to employers whose employees have been organized by labour unions." Accreditation had previously been endorsed by Dr. Carl Goldenberg and Dr. John Crispo, following the Canadian Inquiry on Construction Labour Relations (LG 1968, p. 205), and in the reports of the federal Task Force on Labour Relations (LG 1969, pp. 213, 269), and the Woods Inquiry Nova Scotia. The New Brunswick legislature is presently considering a bill to amend its Industrial Relations Act along these lines, and joint recommendations have been made by construction labour and management in Nova Scotia and Saskatchewan urging special construction labour relations provisions in the provincial Labour Code, including accreditation. "Such action is urgently needed," Mr. Stewart said, "to create a legislative framework providing for more orderly collective bargaining in the construction industry." The present situation, where legislation is based on the concept that "the employee typically works in the same place for the same employer throughout the life of a union agreement" is simply not workable in this industry.

Mr. Stewart stated that action is needed now before a crisis occurs. "The introduction of accreditation and related provisions is especially urged now in provinces which have been fortunate enough not to have experienced prolonged and costly construction work stoppages because of the present inadequate legislation," he said. "It is much better to take legislative action in a time of calm, rather than in a time of crisis."

■ **Canadian Pacific has announced improvements in its pension plan, effective July 1, including increased pension benefits for active and retired employees with service after the beginning of 1956 and a new voluntary retirement program for employees at age 60.** The new rules apply to 43,000 employees of Canadian Pacific and to 10,000 pensioners and 5,000 widows. There will be no increase in the current level of employee contributions.

The formula for calculating pension benefits will be increased to 1.5 per cent from 1.25 per cent for each year of service, retroactive to January 1, 1956. It will mean increases in pension benefits ranging up to 20 per cent, depending on the starting date of service with the company. An early retirement program will be introduced in stages during the next two years. By July 1, 1973, it will reduce to 25 years from 35 years the length of service required for voluntary early retirement after age 60.

Other changes in the pension rules include retirement with pension because of disability after a minimum of 15, instead of 25, years of service, and a reduction to 15 years from 25 years in the length of service an employee must have before his wife qualifies for a survivor's allowance. In both cases, length of service and age must total 60.

■ **A change in U.S. immigration regulations may further decrease the "brain drain," according to the Technical Service Council of Toronto.** The U.S. Department of Labour has deleted engineering from the occupation for which immigration preference is granted because of American manpower shortages. No engineering fields remain in which the Labour Department has certified national manpower shortages. The practical effect of the action is that would-be immigrants must now present evidence of a U.S. job before being issued a visa.

Engineers and nurses have been the two most numerous Canadian groups emigrating to the U.S. Some 4,573 professional, technical and kindred workers emigrated from Canada to the U.S. during the last year, down from 4,821 in 1969.

■ **The National Foundation of Health, Welfare and Pension Plans is planning a three-day instructional and briefing program for representatives of employee benefit plans to be held in Vancouver from October 4 to 6, 1971.** This will be the fourth annual Canadian Conference sponsored by the Foundation.

Those attending will be trustees of employee benefit trust funds, administrators of such funds, consultant attorneys, actuaries, investment counselors and insurance people. About 350 are expected to attend. The purpose of the conference is to give them an opportunity to update their information and sharpen the skills with which they serve employee benefit plans. A corps of experts in the field will make up the conference faculty. Among topics they will discuss are legal aspects of trust fund operation, trends in employee benefits, investments, legislative prospects and communications. During 1971, the U.S.-based Foundation will also be holding one of its four institutes in Canada. It will run from August 30 to September 1 in Jasper, Alberta.

■ **The minimum wage in Manitoba will jump by 10 cents to \$1.65 an hour on November 1, Labour Minister A. R. Pauley has announced.** An order in council establishing the new rate will be passed at the beginning of October. He told the press the new minimum for workers under 18 years of age will likely be \$1.40 an hour. Inexperienced workers would probably start a job at \$1.50, be raised to \$1.60 after three months, and then to \$1.65 three months later.

The Minister of Labour said that the Government does not accept the formula advocated in the provincial minimum wage board report of May 3, which unanimously recommended the minimum be adjusted every time the cost of living index rises 2 per cent, with last November 1 as the base date.

■ **Thomas L. Wells, Ontario's Minister of Social and Family Services, has announced in the Legislature that the Government is changing the Family Benefits allowance for senior citizens** who suffered a decrease when their spouse received an increase in April 1971 in his or her federal Old Age Security and Guaranteed Income Supplement. The adjustment to correspond with the federal action will be made retroactive to April 1.

All those 65 and over who are not eligible for the federal pension and who receive allowances under the Ontario program will have their maximum allowances increased by \$30 a month.

labour relations around the world

The United States Supreme Court has ruled in labour's favour in two major decisions. One upholds the right of workers to receive welfare benefits when on strike. The other calls for prompt payment of unemployment compensation even though the employer may be legally challenging payment.

In the first case, the International Telephone and Telegraph Company brought a suit against the State of Massachusetts because the state paid welfare benefits to strikers in need. The strikers, members of the International Brotherhood of Teamsters, worked at ITT's lamp division plant in Lynn, Mass. About 170 strikers applied for state welfare and received it. ITT appealed the case to the federal district court, declaring that by its action, the state was taking sides in the dispute, but both the lower court and the Massachusetts court of appeals upheld the payments. The Supreme Court, by refusing to review the case, also upheld the decision.

In the second case, the Supreme Court unanimously struck down state laws—48 of them—under which a worker's authorized jobless benefits can be suspended if an employer challenges such payments. The test case was California's law under which payments to two discharged workers were held up after they had been found ineligible for payments. In many similar cases, unemployed workers have been denied payments for up to six weeks during the appeal process.

In a "friend of the court" brief filed by the AFL-CIO in late January, the argument was made that once the worker was found eligible, an employer had no right to expect benefits to stop simply because he filed a later appeal. The stopping of benefits, the brief noted, placed the entire burden on the jobless workers. Chief Justice Warren Burger, who wrote the decision, agreed. He said that it was essential that prompt determination should be made of a worker's right to receive benefits and, that once this decision was made, an appeal must not stop payments pending a final decision.

■ The three-member Committee of Inquiry into the January and March British Post Office strike has recommended by a majority vote that all grades covered by the Union of Postal Workers be awarded a basic 8 per cent increase, retroactive to January 1, 1971. All recommendations of the Committee are binding. Employees in the lower-paid grades are to be given still higher increases of up to 9 per cent. In areas outside the London area where there are severe and persistent recruitment difficulties, special intermediate rates of pay should be introduced as soon as possible and restrictions on the employment of part-time and women workers lifted.

All members of the Committee agreed on four other recommendations. Concerning productivity, they recommended that the scope for accelerating the program for the mechanization of letter and parcel sorting with the consequent reorganization of the distribution of mail be re-examined, that a comprehensive program of productivity measures agreed on by management and unions be drawn up for implementation over a specified period, and that the cost savings in other areas, for example in collection and delivery, be studied. Regular and excessive overtime should be reduced. The Committee endorsed the broad objectives of the UPW claim on shortening pay scales and suggested a two-year implementation period. For the 1971 settlement, allowance for the expense of scale shortening could be made by a system of linking pay with productivity at the local level based on standard performance accurately measured by method-time-measurement techniques.

The Committee made a number of suggestions that are not binding on the parties. They advocated a clarification of the basis on which discussions between the Post Office and the unions are held. Consultation on productivity developments should be increased, especially at the local level, and wider issues affecting productivity should be examined in depth. The Post Office must keep its employees better informed about management structure and function and the wider developments in the Ministry, said the Committee. The Ministry should also examine its use of managers, particularly at the local level. The present arbitration agreement should be clarified and possibly broadened and a determined effort made to rationalize the machinery for union-management negotiations. Line managers should receive adequate training in industrial relations and should be able to call on the advice of industrial relations specialists. Finally, the Committee agreed that the Post Office Board might be more effective with the appointment of part-time members active in other industries, including an active trade union official from another industry.

■ The present level of workers' education precludes their taking an effective part in economic and social development, according to a group of consultants who studied the subject at the International Labour Office from May 3 to 14. This lack is apparent in industrialized and developing countries alike.

The 31 specialists who took part in this meeting reported that such education can and must play a decisive role in achieving the objectives of the International Development Strategy for the Second United Nations Development Decade. The consultants were asked to advise the ILO on the orientation, development and forms of its Workers' Education Program. Their conclusions, which will be submitted to the ILO Governing Body, point to the need for modern economic education, including accounting and financial management, and for basic training in certain areas to prepare workers' organizations for the growing complexity of the problems they face and the services they now provide.

The consultants stated that the Workers' Education Program should, on request, help unions' workers' education bodies help themselves. The Program's administrators should furnish this assistance in accordance with the fundamental principles of the ILO in the Constitution and in the International Labour Standards, particularly the principle of freedom of association. Results of other ILO studies should also be readily available.

The consultants recommended that additional funds be made available through the regular ILO budget or by bilateral or multilateral financing, for instance, the United Nations Development fund.

■ A U.S. District Court Judge has ordered United Mineworkers President Tony Boyle to remove himself as a trustee of the union's Welfare and Retirement Fund. He ruled also that Mrs. Josephine Roche, an original trustee of the fund, do likewise. Judge Gerhard Gesell ruled that a new Board of Trustees be appointed. The Fund had been deposited in a non-interest bearing account in a union-owned bank and the Judge ruled that it be transferred to another bank. Judge Gesell declined to levy any punitive damages because "the union should not be weakened to a point where its stance at the bargaining table will be substantially impaired."

■ The International Chemical Workers' Union has been reinstated in the AFL-CIO from which it was expelled in 1969 (LG, Jan. 1970, p. 6) because of its membership in the Alliance for Labour Action (LG 1966 p. 638). Speaking on behalf of the International Union Executive Board, President Thomas F. Boyle announced that the ICWU had withdrawn from the ALA on May 7, 1971 and made formal application to the AFL-CIO for reinstatement of its charter and status within the AFL-CIO on May 12. "I want to emphasize," he said, "that the ICWU bears continuing goodwill toward the ALA and its affiliates. The ICWU remains committed to the goals that led us to affiliate with the ALA and we will continue friendly relations with the ALA and its affiliates." The return to the AFL-CIO fold was occasioned because "in view of the economic conditions that presently exist, the Executive Board feels we can no longer afford the luxury of fragmentation within the labour movement."

With the departure of the ICWU, membership in the ALA returns to the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America—founding members—and the National Council of the Distributive Workers of America, who joined later (LG, Aug. 1970, p. 549).

■ The International Metalworkers' Federation recently called a meeting in Geneva of Honeywell workers from Italy, Germany, Britain, France, the Netherlands and the United States to discuss the union's concern after the amalgamation of the Honeywell and General Electric computer divisions. Delegates represented the workers in the computer factories of Honeywell and Honeywell Information Systems as well as those from the plant producing electrical and electronic control systems for Honeywell Inc.

The meeting adopted this program: all unions of Honeywell workers should keep each other informed through the IMF on the timing and principal demands of important collective bargaining negotiations; the IMF should study the situation of Honeywell in each country and compare wages and working conditions; careful consideration should be given to steps to be taken for coordinated opposition to transfer of work from one country to another, whenever that might mean large-scale dismissals or attempts at strike-breaking; and the IMF should propose to Honeywell management the holding of meetings to discuss the company's investment and production programs and the problems of employment security.

50 years ago



The first number of a new Department of Labour publication, "Employment," appeared on August 1, 1921, it was reported in *The Labour Gazette* of August 1921. Issued every two weeks, it was the bulletin of the Employment Service of Canada, then in its second year of operation. Publication of the bulletin was discontinued in November 1922 when the material in it began to be included in *The Labour Gazette*.

Also reported on in *The Labour Gazette* of August 1921 were the conciliation work of the Department; uniformity of workmen's compensation laws; the Commission on the Ontario Mothers' Allowances Act; wage reductions that were endorsed by a works council; a recom-

mendation that workmen's compensation be uniform in Canada; compulsory first aid kits in Manitoba workplaces; denial of workmen's compensation to a workman injured when not following his employer's instructions; and the creation of an international committee on industrial hygiene.

■ Statistics compiled on the conciliation work of the Department of Labour since the March 22, 1907 passage of the Industrial Disputes Investigation Act (I.D.I.) showed that, of the 371 cases in which conciliation boards were granted only 32, or 9 per cent, resulted in strikes or in the continuation of strikes that had previously been started.

The efforts of the Department in the interest of industrial peace were, however, by no means limited to the proceedings of Boards under the I.D.I. Act. For the fiscal year ending March 31, 1921, it was reported that conciliation work, apart from the I.D.I. Act, was performed for 77 of the more important cases of industrial discord.

■ At a Toronto meeting of the Commission on the Mothers' Allowances Act of Ontario it was stated that five or six new cases were investigated and added to the rolls every day, that there were more than 2,000 mothers receiving allowances under the Act, and that upwards of \$84,000 a month was being paid out. In some cases the allowance was discontinued where the mothers were proved to be immoral, cruel or improvident, as "the allowance was considered a salary from the government to enable the mother to make good citizens of her children."

■ Regulations of the Workmen's Compensation Board of Manitoba brought into force on July 20 required every employer with more than 10 workmen to keep a first aid kit at his place of employment. Every employer had to provide and maintain a first aid room if he had 100 or more workmen, or if he had 50 or more workmen five miles from a hospital.

■ The Dominion-Provincial Commission on Uniformity of Labour Laws recommended a uniform system for the administration of workmen's compensation for accidents, with a uniform scale of compensation and the extension of the scope of the Compensation Acts. This lack of uniformity was especially disadvantageous in the case of industries situated near the boundary of two provinces whose laws differed. For example, if a workman residing in Québec was injured while at work in Ontario, he or his dependent, in case of death, was entitled only to receive from the Ontario Workmen's Compensation Board the sum to which he would have been entitled if the accident had occurred in Québec, where the scale of remuneration was lower, although the employer paid to the Ontario Board the full quota covering all his employees.

■ The question of a reduction in wages was brought before the work council of the International Harvester Company at Hamilton, Ontario. Five members of the council selected from the employee representatives were appointed to investigate the books and records of the

company and every means was placed at their disposal to obtain all the facts and figures they desired. After the investigation, they regretfully accepted the company's proposed reduction of 20 per cent on day and piece rates, and 10 per cent on salaries in the hope that the plant could be kept running.

■ A workman in a furniture factory, who was injured when using a circular saw, brought action against his employers for damages under the Workmen's Compensation Act of Québec. According to the judgment of the Superior Court, the plaintiff was hired to make furniture by hand, and he had been forbidden to use the circular saw, which had been introduced after he had begun working there. Before using the saw, which he did without the knowledge of his superior, he removed the guard. The Court found the plaintiff responsible for his own accident. The guarantee for safety that an employer owes to his workmen by virtue of the law of workmen's compensation did not apply when a workman did work that had been strictly forbidden him or simply that he had not been instructed to do. The action of the plaintiff was dismissed with costs.

■ In accordance with a suggestion adopted at the First International Labour Conference at Washington, the Governing Body of the International Labour Organization took steps to form an Advisory Committee of experts on industrial hygiene. The Governments of Belgium, France, Germany, Great Britain, Italy, Japan, The Netherlands, Spain, Sweden and Switzerland were requested to nominate as a member of this Advisory Committee one of its health inspectors or factory inspectors. The members of the Committee in the various countries were to keep in touch with the International Labour Office and its industrial hygiene section by correspondence. The Committee was to meet when convened by the Governing Body, preferably on the occasion of the International Labour Conference, and regularly report on its work to the Governing Body.



Book reviews

The Emerging Worker, by William A. Westley and Margaret W. Westley, McGill-Queen's University Press, Montreal and London, 155 pages, \$7.50.

For those interested in job enrichment, industrial democracy, or the broader question of social alienation as it applies to industrial relations, some timely observations have been put in print by William A. Westley, Director of the McGill Industrial Relations Centre, and his wife, Margaret, a sociologist. They have focused their study on a new force in our society—the emerging worker. Evolving within the social bloc of semi-skilled, highly paid, unionized workers and lower-level, white-collar workers, under 35, the emerging worker is a product of our mass consumption economy, an enfant terrible who is capable of restructuring our traditional institutions and mores into more humanly compatible ones.

In tracing the genesis of the emerging worker, the Westleys were able to detect refining effects at work in our economy. First and foremost we are an affluent society, where income exceeds the demands of primary needs and a fair proportion of “disposable income” is available to satisfy hitherto unnourished wants. Working wives can add to disposable income available to a family group, and widespread consumer credit ensures that the young worker with an expectation of rising income can satisfy his needs now instead of by years of saving. As a result, consumption patterns of all age, income and occupational groups have become uniform, expenditures varying mostly in quality rather than in substance.

Reinforcing this levelling effect is the extension of the years of education allowed, and in some ways demanded, by an affluent economy. **Higher levels of education, the Westleys note, lead individuals “to believe that they have a right to some of the improvements in their way of life which affluence leads them to hope and plan for.”** Dissatisfaction may also result as “. . . among white- and blue-collar workers, education raises the level of expectation higher than their jobs can satisfy.” Dissatisfied with their lot, they lose the traditional worker’s impotency and actively seek to change conditions.

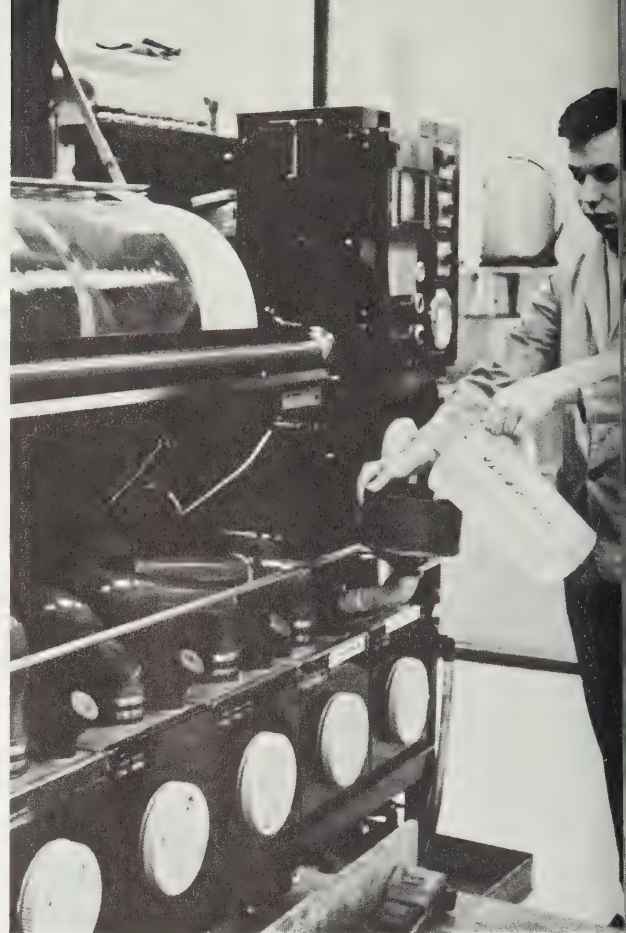
Technological change is forcing its own modifications on the personality of the worker in the study group. As operations are streamlined, positions become fewer, the workers more isolated on the job, and the work pace more automatic; responsibility covers a larger portion of the entire production process and management is more impersonal. The socio-psychological reaction on the worker’s part is a trend toward equalitarianism and a “reversal of the elite,” says the report. The senior worker is no longer admired for his many years of experience and his physical skills. Furthermore, work loses its primary importance in the worker’s life; it tends to become the means of acquiring the income to satisfy his wants in his non-work hours. The worker is therefore becoming alienated from his job and is judging his worth in other ways than by his work achievements.

The life style of the emerging worker is obviously different from that of the traditional worker. To begin with, he has moved to the suburbs, reducing extensive family contacts in the process and limiting his interests to the “nuclear” family. His union allegiance has disintegrated still further, but his voting behaviour has not

yet been affected nor has he become noticeably more active in community affairs. The Westleys speculate, however, that he will soon exhibit a "greater dependency on and interest in community service." **Reflecting the equalitarianism he has discovered through his education, work and the broader influence of economy, the worker relinquishes his rigidly authoritarian role in the family; his wife may well increase her educational level or go out to work, and the individual child becomes more important.** Whereas the traditional worker tended to take out the frustrations of his work life on his family, the emerging worker shares his work life with his family. In fact, the emerging worker has broken the class barrier between himself and the middle class. "Perhaps a new one will be constructed," say the Westleys, "between upper and lower middle class, but at least the old wall is coming down."

In comparing the emerging worker with his traditional counterpart, the Westleys were careful to stipulate that the description of the latter was intended to indicate the tendencies of the group. It would not apply, for instance, to the skilled craftsman. Nonetheless, the tendency of traditional workers to be poorly educated, lacking ambition and self-direction, gave rise to a paternalistic system where authority was the purview only of management and the union leadership. Of a different mind, the emerging worker finds the strictures of this system frustrating. He therefore turns away from work as a "source of satisfaction," and finds recognition, status and creative outlets in his home, his family and his leisure activities. **Similarly he will divorce himself from union cohesiveness. He may well feel that he is more competent than his union leader, and may advocate wildcats or like draconian measures in a whiplash reaction to their arbitrariness.** He favours bureaucratic unionism, the use of committees and expert opinion to reach decisions. Unfortunately, he is removed also from the community in which he lives because the traditional worker previously had no interest in community affairs and the emerging worker has not yet been recognized for his uniqueness by the middle-class-dominated institutions that serve him. "This worker has then become, or is becoming, alienated from society by the major way in which he is made part of it," states the book.

How can he be brought back into the society he disdains. The Westleys think the way to salvation could lie through increased responsibility. Contrary to the common argument that workers do not want this responsibility, the Westleys offered data from two surveys that



demonstrated that a large proportion felt frustrated in just this respect. These men are educated to think; they expect to think; they will not accept being denied that right. The worker is no longer a piece of malleable plastic who is worked upon; granting him increased responsibility is not a means just to obtain increased job satisfaction and increased productivity. It is recognizing a right that he had to be a "fully functioning human being. More stress must therefore be laid on the larger importance of job enrichment so that we may adapt to the emerging worker and take advantage of his potential. The Westleys concluded: "With these developments, the emerging worker will gain a new and more satisfying place in his society, and the world of work itself will be renewed. Out of our pain and peril we may produce a new life."

Employment fatalities

first quarter, 1971

There were 161 employment fatalities in Canadian industry during the first quarter of 1971, according to initial reports submitted to the Canada Department of Labour. This compares with the final total of 202 fatalities that were reported for the first quarter of 1970—or 49 more than the previously published total of 153 (LG, Aug. 1970, p. 581).

During the first quarter of 1970, 8 multifatality accidents were recorded, resulting in death to 21 workmen. Included in these figures are the following: 6 men died as the result of a fire that swept through the living quarters of a vessel that was at the loading terminal at Courtenay Bay, N.B.; 3 members of a train crew in British Columbia lost their lives when a rock slide caused the derailment of a westbound freight train that plunged over a cliff into the river. Six men were killed in 3 separate mining accidents; in Gaspé, Québec, 2 were killed by a rock slide caused by blasting in a quarry; in Manitoba, 2 were killed at the 650 foot level of a Church Lake Mine during blasting operations; and in Northern Ontario, 2 men were killed when the crosshead they were working on fell, dislodging the workmen. Two employees of the Saskatchewan Government were killed when their vehicle was involved in a head-on collision;

in Kimberley, B.C. an iron reduction furnace exploded causing the death of 2 workmen; and in Alberta 2 men died from the effects of carbon monoxide poisoning while waiting for a tow-truck to pull their vehicle out of a snow-bank.

Of the 161 fatalities reported, the largest numbers occurred in the transportation and mining industries, 36 or 22.4 per cent and 34 or 21.1 per cent respectively (see Table H, p. 580 for complete statistics). There were 29 in construction, 26 in manufacturing, 13 in forestry, 9 in trade, 6 in service, 6 in public administration, and 1 in agriculture. There were no fatalities reported in the fishing and finance industries, and one report was received with no information regarding industry.

Table H indicates also that, for the seven age groups analyzed: 25.5 per cent were in the 35-44 age group; 21.1 per cent in the 25-34 age group; 16.8 per cent were in the 45-54 age group; 11.8 per cent were in the 20-24 age group; 11.2 per cent were in the 55-64 age group; 4.3 per cent were in the 65 and over age group; and 3.7 were in the 14-19 age group. There were 9 or 5.6 per cent of the reports received with no information as to age group.

The occupational group of craftsmen incurred the largest number of fatalities with 37 or 23.0 per cent of the total. No fatalities were recorded for the farmers and farm workers, and loggers and related workers groups.

Table H indicates also that 28.0 per cent or 45 of the reported fatalities were the result of collisions and derailments. Another 21.1 per cent, or 34 fatalities, resulted from being struck by an object, and falls and slips caused 29 or 18.0 per cent of the total fatalities reported. No fatalities were attributed to the striking-against type of accident.

Preliminary reports indicate that there were no fatalities in Prince Edward Island and the Northwest and Yukon Territories for the first quarter of 1971. The 161 fatalities were recorded by province as follows: 2 in Newfoundland, 3 in Nova Scotia, 11 in New Brunswick, 29 in Quebec, 46 in Ontario, 11 in Manitoba, 5 in Saskatchewan, 22 in Alberta and 32 in British Columbia. A revised total of the number of fatalities that occurred in the first quarter of 1971 will be published in the November 1971 issue of The Labour Gazette.

Conflict, confrontation and social reform



Jules Oliver

Jules Oliver has been Executive Director of the Black United Front of Nova Scotia since April 1970. For a year before that, he was Chief Human Rights Officer for the Nova Scotia Human Rights Commission. Mr. Oliver, a native of Halifax, received an M.A. in social work from Acadia University in 1969. He was a management-labour consultant with the Manpower Consultative Service, Canada Department of Labour, in 1964. He has served also as a consultant to the Company of Young Canadians during a Halifax research project, and worked as a community organizer in Halifax.

by Jules Oliver

In a free and open society in which we, the people should be living, there are certain values that are the objectives or goals for which people strive. These values include the revolutionary slogans of mankind—**freedom, equality, fraternity, the pursuit of happiness, and the dignity of man.** The free and open society is the best mechanism we know to try to work toward the achieving of these values. The values are not even debatable and they cannot be argued.

But history shows that social equality has usually been determined by those individuals, or groups of individuals, who have the political and economic power to decide what rights people should have. Dr. Martin Luther King stated: "The plantation and ghetto were created by those who had political and economic power both to confine those who had no power and to perpetuate their powerlessness."

The North American society is geared to value, above everything else, the accumulation of profit, social hierarchy, and efficiency, based upon economic and political power. This in itself takes self-determination, and when looking in retrospect throughout history, it can be easily seen that Black people have been the victims of such a parasitic attitude.

One of the greatest fears of the White society, a fear that had its origins in the very early days of slavery in Africa, is to allow Black people the right to be self-determining among themselves as a collective body. Generally speaking, there are two reasons for the fears: 1. the assumption that Black people are not capable of defining their problems and solutions to them; and 2. the suspi

ion that Black people, if they ever become organized, will expose the covert and overt forms of racism that exist in this society, that Black people may develop sufficient power to force the society to deal with them as equals. This is a very difficult thing for the White society to accept: the Black man is having status (in all forms) equal to that of the White man's. This is an attitude that is embedded in White thinking and encouraged in all educational processes and social relationships that Whites are involved in.

Let us look at this in an analytical way, with regard to an integrated movement, versus an all-Black movement. What has happened that has forced Black people to go into this type of sub-society in order to deal with social plights?

At times of social unrest, many White persons who claim to be in favour of human rights, and assert that they are "friends" of the Black, will admonish the Black not to engage in disruptive though lawful demonstrations lest he incite racism and reverse the progress made on his behalf. These often well-meaning requests may reflect the unconscious condescension of benign prejudices. They demonstrate mistaken assumptions concerning the nature and dynamics of Black protest. **It is argued, for example, that Blacks should "choose" only those techniques, tactics, and demonstrations that do not inconvenience the dominant White society; the oppressed are urged to be concerned about the comfort and sensitivities of those they regard as their oppressors.** The implication is that, if they do not, middle-class Whites will use their own power to retaliate against all Blacks. Blacks are increasingly reminded of the sting of the "White backlash." Yet the threat is not new. The struggle of those with power to deny power to those who have none is age-old, and accommodation and appeasement have not resolved it. The "White backlash" is a new name for an old phenomenon, White resistance to the acceptance of the Black as a human being. As the Black demands such status—as he develops more and more effective techniques to attain it, and as these techniques come closer to success—the resistance to his demands rises in intensity and alarm. The forms it takes vary from the overt and barbaric murders and bombings to the more subtle innuendo of irritation and disparagement.

When a bewildered White liberal asks why, in the face of the passage of the Nova Scotia Human Rights Act of 1969 (LG, 1969, p. 743) "they" still protest, he betrays his own alienation from the Blacks whose cause he espouses. The Human Rights Act was so long coming it served merely to remind many Blacks of their continued rejection and second-class status. Even well-meaning Whites continue to see and talk of Blacks as "they," clearly differentiated from "we," the "outgroup" from the "ingroup." As long as this alienation remains, the masses of Whites will be irritated and inconvenienced by any meaningful activity by Blacks to change their status. No real protest can be convenient for the privileged; no real protest can be contained within comfortable bounds or be made respectable. It never did and it never will. As Frederick Douglass, a Black slave abolitionist, once said: "Power concedes nothing without a demand."

In the face of growing unrest, careful, thoughtful and realistic planning becomes starkly imperative. Some Whites would react to renewed protest by warning Blacks not to go too far too fast, not to alienate the White liberals who have, even if often timidly, supported them. To others, less well intentioned, Black unrest is but confirmation of their own prejudice: Blacks are, after all, behaving as the uncivilized do. **But unrest is a characteristic of civilization, and to fight against oppression—even unwisely—is a sign that men have begun to hope.** As studies on social disasters have demonstrated, **people who feel there is no escape submit to their fate; it is those who see an exit sign and an open door who struggle to reach it.**

The Black man cannot any longer feel, if he ever did, that he should have to prove himself "worthy" in order to gain his full freedom—the rights guaranteed to all other Canadian citizens, including those most recently naturalized. The Black cannot be asked to prove that he "deserves" the rights and responsibilities of democracy, nor can he be told that others must first be persuaded "in heart and mind" to accept him. Such tests and trials by fire are not applied to others. To impose them on the Black is racist condescension. It is to assume that the Black man is a special type of human being who must pass a special test before admission to a tenuous status worthy of governmental protection. It is to place upon the Black man a peculiar burden reflecting and exploiting his powerlessness, and it is, paradoxically, to deny him the essential human rights of frailty and imperfection. The experience of inferior racial status

has not transformed the Black into a superhuman being. To demand that he demonstrate virtues not ordinarily found in more privileged people before he may enjoy the benefits of democracy is not only irrational and inconsistent but also gratuitously cruel. And above all it is evidence that the invisible wall is opaque from outside in.

One of the dangers in the present White liberal ambivalence toward the Black is that it has caused many Blacks to reject the "liberal" label as a designation for themselves. For Blacks, liberal has come to mean White. Yet the liberal has become a curious and troublesome adversary, often harder to deal with than the bigot who, at least, states his position honestly in unmistakable terms. **The bigot will react with contempt and hatred to Black criticism, but the liberal looks hurt and expresses his continuing and forgiving friendship,** thereby creating in his Black counterpart a sense of frustrated rage and guilt that adds to the psychological burden already difficult to bear—a burden, seemingly, doubly unjust. When a Black responds with anger to an act or attitude that

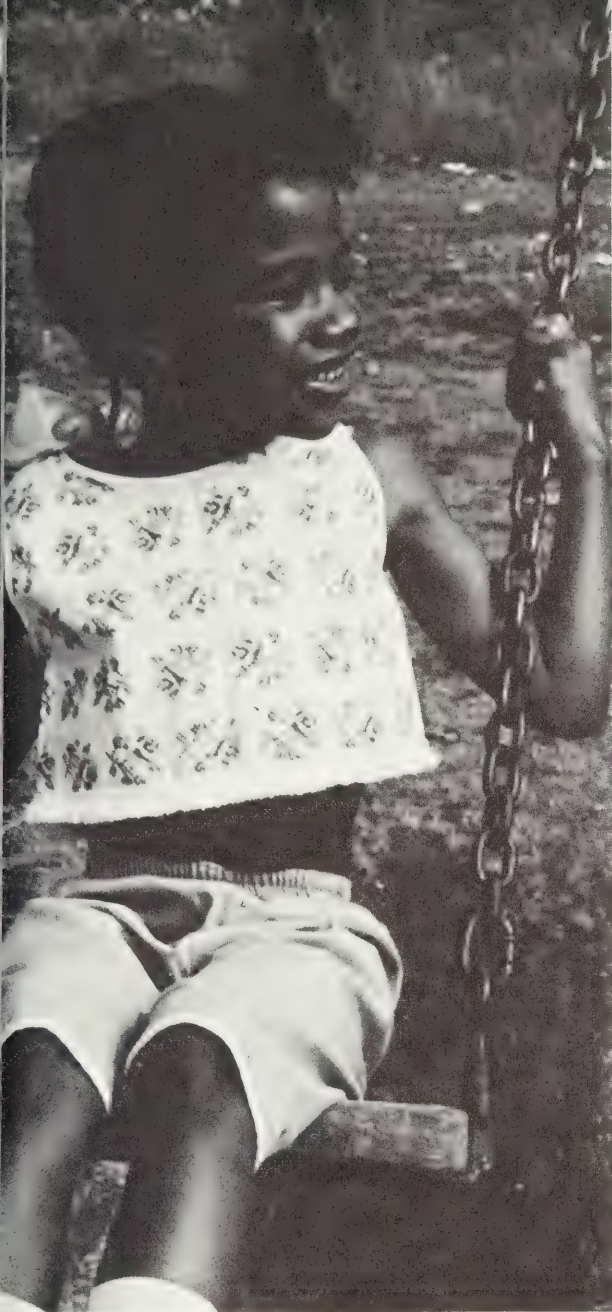
seems to him discriminatory, he is often regarded as having violated the rules of conduct among gentlemen. He has not been amiable. He would seem, therefore, to have no way out. The choice is to alienate his friends or to suffer a sense of self-alienation. The escape from this psychological trauma for the Black man comes when he realizes that under the processes of a Black movement to create social reform now, politics have not become more moral. On the contrary, morality has become more political.

The Black man has now come to the realization that **conflict and confrontation at a political level is the role he must play in the society if he is ever going to have Black control over his communities, and the programs that affect them.** In other words, Blacks must push for Black representation on any municipal or provincial governmental body that makes decisions that affect that community; he must polarize the votes in his community in order to use the power of the ballot effectively; and he must develop the kinds of businesses and enterprises that will employ Blacks and keep revenue in the community, thus establishing a new type of economic relationship with the total society. This was the recognition and recommendations made at the Tri-Function Convention at the Beechville Community Centre on November 7, 1970.

It is also recognized that social reform comes only through organization and that Black people must develop organizations that have institutionalized conflict. That is, in essence, a recognition that conflict is positive, not negative. Issues come only when there is disagreement. Prior to that, all that exists is a plight. Once you have a disagreement, you have friction. Friction produces heat, heat produces movement, movement is change. Recognizing this, then, the challenge, as we see it, is not to discourage conflict, but rather, to be involved in making the process of conflict produce a positive and constructive result. This also rests upon the theory and the assumption that relationships are reciprocal. In other words, if Blacks and Whites are ever going to develop a society that contains these values that I have mentioned earlier, Whites must learn to deal with Blacks, eyeball to eyeball, at the negotiating table. Failing that, the society will take no other course but one that leads it to a disruptive end. And I think there are enough examples in history and during the present day to verify what I have said.

It must be understood that this is a game of haves and have-nots; one of plush lawns and nice homes versus dirt backyards and rat-infested hovels; one of a decent standard of income versus a welfare system dependency;





one of dignity and self-esteem versus dehumanization and inferiority complexes. There is no other way this cake can be cut, other than an equal piece for you and an equal piece for me.

The only type of status Black people have in Nova Scotia is one of dependence. Every program that is initiated from the provincial Government in relationship to Black people is implemented through the welfare system. Even the Negro Education Fund, which one would assume would be administered through the Department of Education, is administered through the Department of Public Welfare. That means that a child who's 15 years of age gets his first introduction to welfare. That means that Black people must be self-determining in the types of programs they want, how they are to be administered, and who is going to be employed. Black people are prepared to confront any agency or governmental institution that has a philosophy geared to Black dependency and not independence.

In short then, **organization, confrontation, planning and strategy to develop greater economic and political power in this society is the only way social reform can be effectuated.** I'd like to close by leaving with you this letter, entitled "No Progress Without Struggle," written in 1849 by Frederick Douglass, a Black slave abolitionist. He wrote: "Let me give you a word of the philosophy of reforms. The whole history of progress of human liberty shows that all concessions yet made to their august claims have been born of earnest struggle. The conflict has been exciting, agitating, all-absorbing, and for the time being putting all other tumults to silence. It must do this or it does nothing. If there is no struggle, there is no progress. Those who profess to favor freedom and yet depreciate agitation, are men who want crops without plowing up the ground. They want rain without thunder and lightning. They want the ocean without the awful roar of its many waters. Power concedes nothing without a demand. It never did, and it never will. Find out just what people will submit to, and you have found out the exact amount of injustice and wrong which will be imposed upon them; and these will be continued till they are resisted. Men may not get all they pay for in this world; but they must certainly pay for all they get. If we ever get free from all the oppressions and wrongs heaped upon us, we must pay for their removal. We must do this by labor, by suffering, and by sacrifice."

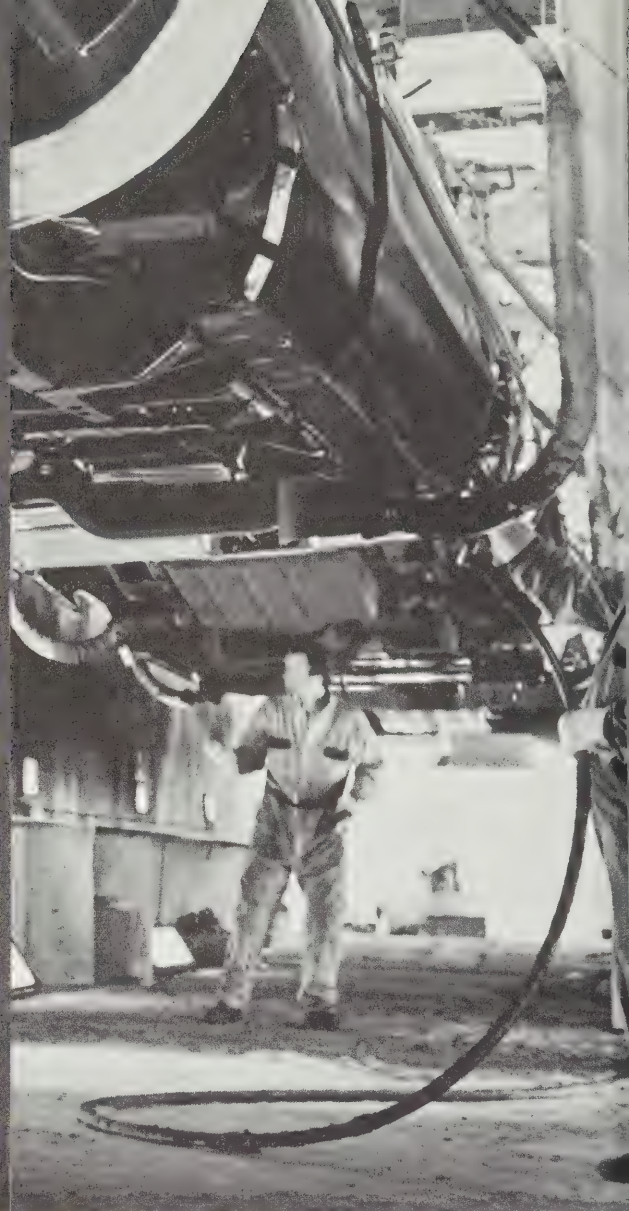
(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

The right to strike

Under the theme, "The Economic, Social and Political Climate: Impact on Industrial Relations," papers on the right to strike in the Public Service, alternatives to the strike, and what project management is, were presented at the 20th annual conference of McGill's Industrial Relations Centre, on May 13 and 14. The dinner speaker, Hon. Jean Cournoyer, Québec Minister of Labour and Manpower, gave his own views on labour relations. A "first" for the annual industrial relations conference was a mock negotiation meeting at the first day's afternoon session.

Claude Edwards

"The right to strike for most federal Government employees is a legal right granted by parliamentary legislation," said Claude Edwards, President of the Public Service Alliance of Canada. "Federal employees must retain the



right to strike but at the same time fully realize that this right should only be used as the last resort and they should be fully aware of the effect of their action on the general public and the economy of their country."

In order to maintain some relativity with progress made by employees of private industry, he said, public employees must be able to bargain collectively, and the right to strike should be the ultimate weapon of any union. In any undertaking involving 200,000 employees there must be some means of collective representation and if any employee is given an opportunity to participate in a negotiating relationship, there can be no return to a "cap-in-hand" approach.

In my opinion," said Mr. Edwards, "the evidence to date is that federal government employees have acted responsibly and have not abused the right to strike. They will continue to act responsibly if, in turn, there is evidence that their employer negotiates agreements that provide equitable settlements."

In the early years of Canada's growth and development, Civil Service employees were a small and privileged minority, and Government positions were sought after. They provided security, status, a pension on retirement. Although wages were not the highest, the assurance of continued employment and a better scale of benefits made up for any deficiency in pay rates.

During this century, Mr. Edwards said, the pay and working conditions of employees in private industry have been constantly improving because of the pressure of unions. Governments have legislated social security provisions, and, with various labour legislation, there was a greater degree of job security.

As a result, government employees have found that they are no longer in a privileged position but that their counterparts in industry have overtaken and passed them. The more people the state employs the less it is able to give them special status. The number of federal government employees has grown from 20,000 in 1912 to 237,000 in 1970. Thus their need to bargain collectively. A unique feature of the Public Service Staff Relations Act, proclaimed in March 1967, is that it provides a choice of dispute settlement methods at the option of the bargaining agent. The option of binding arbitration or conciliation with the right to strike may be taken before commencement of bargaining, but the option cannot be changed once notice to bargain is given.

Up to March 31, 1970, out of 114 bargaining units certified under the Act, 100 units, totalling 160,000 employees, have chosen arbitration, and 14, totalling 38,000 employees, have selected conciliation with the right to strike. The largest unit to choose conciliation was the 26,000-member Council of Postal Unions, and the major strikes have been in the Post Office. **During the first three years of collective bargaining under the Act, to March 1970, apart from a localized wildcat strike, there was only one strike. Since then, there has been only a six-day strike in the Halifax dockyard and short wildcat strikes at Customs offices in Windsor and Fort Erie.**

Edwards quoted Professor Harry Arthurs, well-known arbitrator: "The right to strike in the Public Service is justified if only because public workers would otherwise defy the law to protest their grievances." He cited the 1969 police strike in Montreal to support his statement that the prohibition of strikes has not prevented public employees from striking. "Outlawing strikes is one thing but applying penalties is another," he continued, citing a number of examples of governments' having laws but being unwilling or unable to apply penal or disciplinary sanctions the laws provide. The reluctance is understandable: "the penalties are meant to deter a strike, but if a strike does occur, the desire of governments and the public is to settle the issues and restore the service."

"The possibility of harsh penalties may delay or prevent a settlement and it is usual that an amnesty will be one of the conditions in reaching agreement."

The public is often not aware that **the Act prohibits strikes by employees designated as performing duties necessary in the interest of safety or security of the public.** Several bargaining units consist entirely of designated employees, others have a majority of them, and many others have such a large number that the possibility of a strike's hampering government service is remote. "If an employee who can inflict a hardship or inconvenience is prevented from striking, the balance of power in this adversary situation is firmly in the hands of the employer. . . . Just as in any adversary situation where the power of the adversaries has a considerable influence on the outcome of a dispute, the right to strike is the one ultimate weapon the union has whereby it can inflict some discomfiture on the employer." If the use of the strike weapon is unavailable to the employees, conditions do not improve and probably become even worse, good employees leave and other good employees do not replace them, the service deteriorates and becomes more inefficient and wasteful—"surely not a course of action we would wish to endorse." Here the PSAC president quoted from an article by John Kenneth Galbraith:

"Few things, it seems to me, are now socially so necessary as strong trade union organization in the public services. And organizations, except in the most extreme cases, should not be denied the use of any bargaining instrument in their own behalf. Far better occasional teachers' strikes than no teachers. Far better occasional garbage collectors' strike than no garbage collectors. If we deny the right to strike to policemen and firemen, it should only be because we have made manifestly certain that they do not need it." **Federal public employees and their union officers, Edwards asserted, are becoming disenchanted with the arbitration method**

of settling industrial disputes and their is evidence their preference is shifting toward the method of conciliation, followed by a possible strike action. "After all, when other means of drawing attention to intolerable conditions have been exhausted and there is no assurance that action will be taken, the only weapon left to the employee is the strike," he said.

The trend away from arbitration has been strengthened by a recent arbitration award in the dispute affecting the General Labour and Trades unit covering more than 20,000 federal employees in 18 occupational subgroups and 36 separate pay zones.



"The arbitration tribunal in any federal case suffers from a number of shortcomings," Edwards declared, because in any federal arbitration tribunal two members are judges and the other two, representing employer and employee interest, cannot be directly involved with the employer or union involved. Therefore the tribunal often has neither the time nor the expertise to deal with major elements of the problems placed before them.

"They must look for easier ways out and, as has happened in the General Labour and Trades case, the easy way out, an across-the-board settlement, only created more problems than it was meant to solve. The whole question of some relativity between outside skilled trade rates and government rates for similar skilled trades was left hanging. The union appealed on the ground that the tribunal had failed to deal with one of the matters in dispute. The tribunal, the same that had made the original award, dismissed the appeal on the ground that the request meant a separate study of each job and "such a time-consuming task must be assumed by the parties themselves." Said Mr. Edwards: "In my opinion this was an admission that the arbitration tribunal does not function as it was intended to do since the reason for the original reference to the tribunal, as well as the reason for the appeal, was the inability of the two sides to agree on the basis for comparing jobs.

"The decision in that one case that restricted wage increases to 7 per cent, 6 per cent and 6 per cent at yearly intervals over a 38-month period—while in the private sector negotiated settlements for skilled tradesmen in many instances exceeded 30 per cent over the same period—will undoubtedly influence the public service employee in the exercise of the dispute settlement option.

"Fully qualified employees in skilled trades, such as electricians, are now earning as much as \$1.23 less an hour than their counterparts in private industry. In many cases they are continuing to work for the Government only because of their number of years of service and their stake in the superannuation plan.

"The failure of the tribunal to deal with the major problem in this case gives further weight to the proposition that collective bargaining without the right to strike is meaningless. If arbitration is going to be a viable alternative to strike action, it must produce awards that compare relatively closely with settlements obtained through strike action or under the threat of strike.

The general labour trades award . . . was so much less than what tradesmen in private industry have received that I cannot understand why the Chamber of Commerce or the Canadian Manufacturers' Association failed to comment on the injustice of the award. After all, they are very vociferous when they consider settlements too generous. If they want arbitration to be the means of settling disputes, should they not be equally concerned when the arbitral awards are too low?"

The Public Service Staff Relations Board should be strengthened to enable it to make decisions expeditiously, and should have full-time mediators who could assist parties to resolve difficulties voluntarily. "The present negotiation process is far too long," he asserted. "The employee becomes increasingly frustrated with the length of negotiations and lack of progress. He wants some means of bringing the negotiations to a head. Up to the present, at least, the only means at his disposal



The Public Service Staff Relations Act, Edwards said, also weakens the case for arbitration by restricting arbitration to wages, hours, leave entitlements and standards of discipline. Bargaining units choosing arbitration, therefore, cannot refer many subjects to the arbitration tribunal when the employer refuses to negotiate on them.

"Another favourite ploy of the employer is to withdraw from any prior agreement on non-arbitrable issues" when the bargaining agent decides to go to arbitration.

is to threaten to 'hit the bricks.' An arbitration process that cannot deal with all issues or hasn't time to deal with difficult ones, is no viable alternative."

R. D. Joyce

"I am opposed to the extension of the right to strike to public sector employees," said R. D. Joyce, Manager of Employee Relations, Canada Packers Limited. Of the alternatives available, he preferred arbitration by a tribunal or review board brought into play only after full use of the available arsenal of weapons. And he predicted

that removal of the right to strike from public service employees would be one of the significant industrial relations events that will take place in the 1970s.

He began by saying that our industrial relations system had not earned the respect of any segment of our society, that too much time was being spent looking for a miracle solution and far too little on making the adversary system of free collective bargaining work. If improvements are not made in the system, "we are headed down the road to a completely arbitrary method of settling our differences."

Without a sound respected foundation there is no hope for the successful operation of any system. It doesn't matter what industrial relations system you have, if flouting of the legal base of that system is countenanced, it will not carry respect. And it will not work if it does not carry the respect of the public. His opposition to the right to strike in the public sector was based on the belief that even with a sound legal base and a first-rate industrial relations atmosphere in the private sector, "all is lost if the public sector is allowed to drift, is allowed to establish unacceptable principles, is allowed to flout the needs and desires of the electorate at large."

His reasons for his opposition were that **public employees do not have to consider a number of factors that an employee in the private sector must before going on strike:** the strike could close the plant, an excessive settlement also could close the plant, he may be on strike a long time only to have to return to work for an offer lower than was available before the strike. And the right to strike in the public sector is a restricted right. "On the one hand the employees are told that they have the right to go on strike if they wish, and on the other hand, they are told that they can strike only provided the public interest isn't damaged too greatly." The illusion of the right to strike destroys any possibility of getting the respect of the public or the union members involved, and it is the country that suffers during this period of pretence.

In support of his agreement, Mr. Joyce quoted a postal union leader as saying: "The Government used blackmail on the negotiating committee. Either you accept or we pass legislation. This is the way the Government bargains."

Another reason was that it's unrealistic to think that the Government would lock out its employees, Mr. Joyce said. **"Although lockouts are not implemented too often**

in the private sector, if the option is not realistically available, decision-making is left entirely in the hands of the union."

The Government holds the ace card, however. "Prime Minister Trudeau best summed up the position his Government would take when he said that the Government is the only employer who can meet any wage demands no matter how high or how preposterous they may be by just increasing taxes, and that unions should be made to realize that when they are bargaining with the Government, they are really bargaining with the public."

Changes had to take place he said, in the private sector collective bargaining scene to command the respect of the public and maintain the right to bargain freely, and public service employees and those engaged in essential services should not have the right to strike but must be treated fairly. **He listed eight options that can be considered in the private sector for future courses of action:** continuation of the present adversary system with unfettered right to strike or lock out; continuation of the present system with increased public participation; industry-wide bargaining; voluntary arbitration after failure of negotiation, conciliation and mediation; continuation of the qualified right to strike (subject to a review of possible harm to the country); "the mystery of the sealed envelope" arbitration; a tribunal or review board brought into play after full use of the available arsenal of weapons; arbitration by labour courts not preceded by a meaningful attempt by the parties to settle their differences directly—in his view there was nothing good to be said for this last option. In the public sector he saw only one possible avenue: arbitration after full use of the available arsenal of weapons.

He then gave his predictions of significant industrial relations events that will take place in the 1970s. **In the public sector he predicted that:**

- pressured by existing and forthcoming public demands, the Government will legislate that public service employees will not have the right to strike;
- an independent fact-finding pay and benefits research bureau will be established, with information made available to both public and private sectors;
- a bargaining procedure will be set up that will encourage settlement short of arbitration;
- the present ad hoc approach to interest dispute settlements will be abandoned and interest dispute arbitration boards with security of tenure will be established; and finally
- there will be fair and just criteria for each group of public service employees following representations from all interested bodies.

Mr. Joyce sees the private sector benefiting from the independent fact-finding pay and fringes research bureau, which would publish data on specific industries. Other predictions include: greater tendency for unions and companies to seek voluntary arbitration; a few industries placed under legislation similar to that described for the public service sector; legislation similar to B.C.'s Mediation Commission Act in all areas of the country but used only in very prolonged strike situations; industry-wide bargaining becoming a popular technique. He predicted also that unions will be declared legal entities; legislation for settlement of jurisdictional disputes will be tightened; industrial strike insurance and/or tax-free strike pool funds will be allowed to function; secondary boycotts in any form will be outlawed; industry will be required to report slowdowns and other forms of strikes, and prosecution will be on the same basis as violation of any other law.

"If improved communication with employee/union members does not take place voluntarily, there will be a requirement that employees be given factual information on the progress and results of negotiations," he said. "Coupled with this will be a requirement that employees will be allowed to participate in supervised, secret ballot strike votes only after receiving in writing the company's final position."

Mr. Joyce advocated also year-round informal discussions between employers and unions, increased employer education of employees and the public in labour relations economics, the need for more highly trained management and union industrial relations specialists, more highly trained and skilled conciliators, mediators and arbitrators, and improved communication between management and employees.

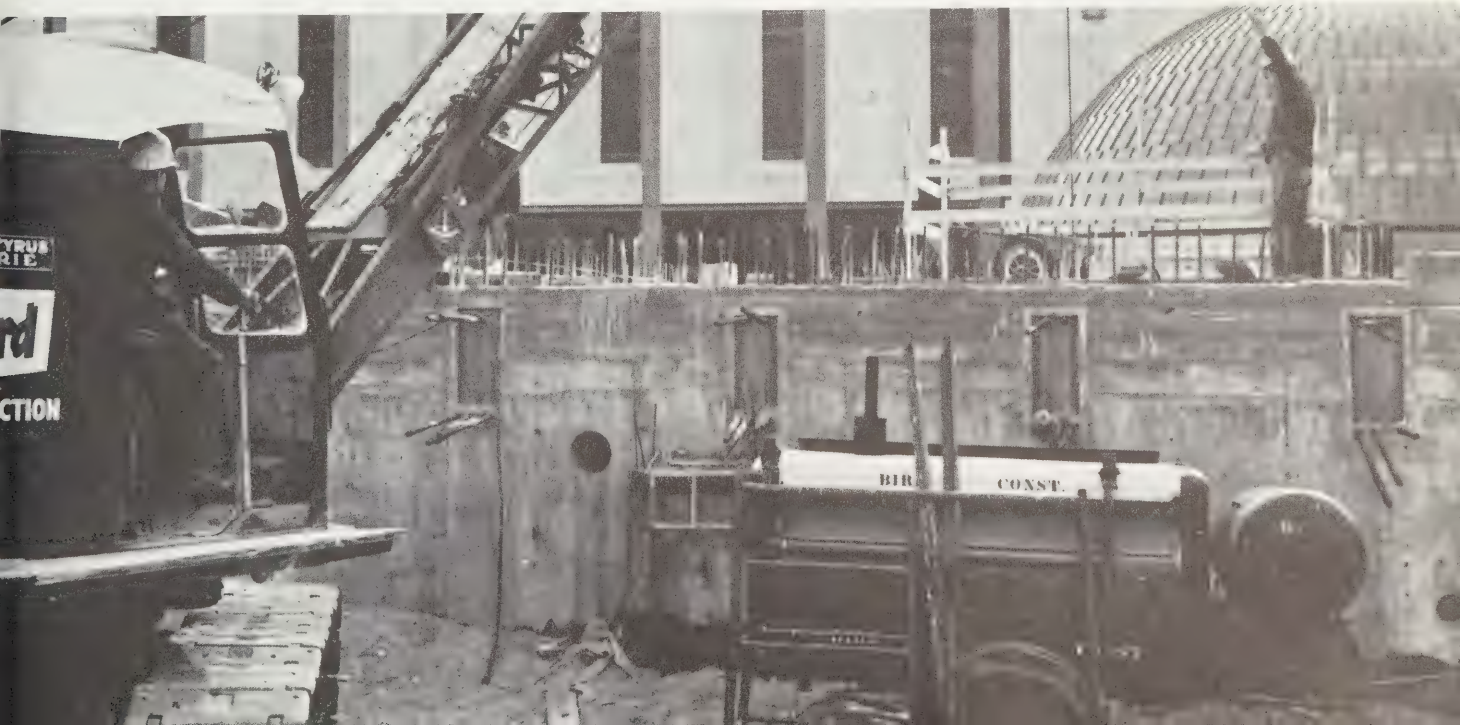
Jean Cournoyer

Québec Minister of Labour and Manpower, Jean Cournoyer, told delegates that **it was unlikely that there would be new labour legislation in Québec for at least three years.** "There is too much labour legislation and too little implementation or understanding of the present laws," he said. "We must now catch up on understanding our present legislation rather than continually create new policies. We have initiated so much labour legislation in the last 10 years that we are now out of breath and unable to affectively carry out our present laws."

In the past decade considerable progress was made in labour legislation, perhaps the most advanced in the whole country. At the moment the greatest drawback is the lack of sufficient personnel to administer the present legislation, said Mr. Cournoyer.

"We can't cope with all the present legislation, and therefore it is difficult to understand and fully appreciate continuing legislation since we rarely get to know one policy when another comes. It is now a matter of involvement and not legislation.

"The province is already facing major difficulty in the construction field. Many complicated laws have been passed but labour, management, and government seem more confused than enlightened on these policies," said the minister.



Monitoring accident prevention programs

The accompanying paper was prepared by W. A. Martin, Chief, Accident Prevention Division, Accident Prevention and Compensation Branch, Canada Department of Labour. The paper reviews the use of safety inspections, surveys and audits as a means of monitoring for statutory purposes the accident prevention programs of work places subject to the Canada Labour (Safety) Code or to Treasury Board Occupational Safety Policy.

A safety inspection, whether conducted by a government safety officer, by a company safety officer or by a supervisor, has as its primary purpose the identification of work hazards and the issue of directions or recommendations for their elimination or control. A safety survey goes a step beyond identification and endeavors to determine by an in-depth study, including any tests that may be necessary, the source causes of each hazard in order that remedial measures may be more effectively applied. A safety audit includes, in addition to an assessment of environmental conditions and work methods, a critical review of the entire accident prevention program.

A safety inspection might be likened to a first aid examination made for the purpose of identifying symptoms and providing emergency treatment; a safety survey is comparable to a medical diagnosis, which is made to determine the underlying causes of the symptoms and to prescribe a curative treatment; and a safety audit is equivalent to a complete medical examination in which the patient is examined and treated as a whole person.

A headache is symptomatic of a number of diseases and conditions for which the customary home treatment is two aspirin tablets, but until the causative disease or condition is diagnosed and eliminated or brought under control, the headache will continue to recur. Further, the patient may have other health problems for which the symptoms are not yet evident and which will be revealed only by a complete and thorough examination that includes an assessment of the mental as well as the physical factors. **Too often remedial measures are based on symptoms rather than causes and safety officers are content to prescribe two aspirin tablets rather than to conduct a survey or an audit that will isolate the real problems.**

Just as compliance with health rules may not be sufficient to ensure complete personal health, so in accident prevention compliance with regulations may not be sufficient to ensure a desirable level of safety, because it is seldom possible to prescribe rules or regulations that will cover all of the variables involved, nor is it reasonably practicable to prescribe by regulation more than the minimum precautions that must be taken. Many aspects of health, as well as accident prevention, cannot be controlled by rules or regulations, and it is not practicable, except in emergencies, for the doctor or regulatory body to exercise continuous surveillance. In both cases a large measure of voluntary compliance is essential and in many areas the minimum statutory requirements must be exceeded if a desirable level of health or of accident prevention is to be achieved.

A routine regulatory inspection can be conducted by anyone with a reasonable knowledge of the regulations; however, the violations cited will be the obvious ones and the directions will not likely go beyond the immediate problem. A much greater level of safety expertise is essential to the conduct of a safety survey in which the violations are not only identified but are analysed to determine the basic accident prevention problems in which they are rooted. The safety audit, being an analysis of the entire accident prevention program, calls for a high order of professional competence; and, of course, the effort and co-operation required is significantly higher than for a regular inspection.

The periodic safety inspection has its greatest value when applied to elevating devices, boilers, pressure vessels and similar mechanical equipment for which safety has been built in by adherence to well-proved national consensus standards of design, construction and testing. In such cases, annual or other periodic inspections are sufficient to ensure that this inherent safety is maintained. The situation in the general safety field is, however, more dynamic and dependent upon day-to-day variables involving to a great extent the human element and affected to a considerable degree by company safety policy, safety attitudes of management and employees and such other similar factors which can be properly assessed only by a safety audit.

The Canada Department of Labour is responsible for the general promotion of employment safety and health through regulation, inspection, accident investigation, education, training, research, etc., in the Public Service and in approximately 7,000 major corporate entities subject to federal jurisdiction. Regular safety inspections are conducted on the Department's behalf by almost 900 provincial safety inspectors who have been designated Canada Safety Officers. The frequency of regulatory inspections is based on need, those work places with a high employment hazard being inspected annually or more frequently and those with a moderate or low employment hazard being inspected less fre-

quently. Because of the greater expertise and manpower resources required to conduct them, safety surveys and safety audits must be scheduled with a greater degree of discretion.

Safety inspections have been found useful in a nationwide jurisdiction such as that exercised by the federal Government for obtaining in a short period of time a rough assessment of the safety situation in a large number of establishments and for making the regulatory presence known. **Last year almost 19,000 such inspections, about one-half of the currently estimated total inspection workload, were completed.**

In addition to these regular inspections, about 500 special surveys and more than 20 safety audits were conducted by safety officers of the Department in the past year. Some of these audits were conducted on a Canada-wide industry basis, others on a smaller or local scale. Although the skill of these safety officers in using this new statutory investigative tool is not yet fully developed, the results have been most gratifying and the intention is to expand its use in the future.

To assist in this new work a safety audit guide has been prepared, and is available on request from the Accident Prevention and Compensation Branch, Canada Department of Labour, Ottawa, K1A 0J2. This guide is but a framework upon which to develop a comprehensive assessment of the accident prevention program of an industry, a company or part of a company, and is not intended to be a substitute for the good judgment of a competent safety professional. A more elaborate guide could be provided and no doubt this first effort will be modified as more experience is gained, but it is considered important to avoid the check-sheet approach, which has a tendency to channel or restrict the audit and dampen the imagination.

The Canada Department of Labour, although of long standing in the labour field, is relatively new to employment safety regulation (the Canada Labour (Safety) Code became effective on January 1, 1968). It is, therefore, in a good position to take advantage of the past experience of other safety regulatory bodies and to adopt some of the new accident prevention techniques as part of its system of statutory control. The evidence so far strongly suggests that the greater effort required in employing these new techniques will be well justified by the results.

W. A. Martin





The final plateau

by Peggy Butler

Peggy Butler is Editor of **Task**, published by the Ontario Department of Labour. The accompanying article was extracted from a recent issue of that publication. The second part of this article will appear in the September issue of *The Labour Gazette*.

Some workers look forward to retirement eagerly. Others dread it as the end of their active role in society. This article examines the need for pre-retirement education and preparation for what should be a new and purposeful phase of life.

There is increasing awareness of the paradox that while life expectancy has been greatly extended (in the United States alone there are 20 million men and women aged 65 or over), the trend is toward earlier and earlier retirement, with compulsory retirement at 65 or 60 now the general rule.

The controversy over compulsory versus voluntary retirement has gone on for some time. The arguments in favour of automatic retirement at a fixed age are: that it is the only non-discriminatory method; that it is necessary in order to open up promotion opportunities

for younger workers; that it is an essential base for operating a successful pension plan; that after 40 or more years of monotonous routine or jobs involving hard physical labour, workers are entitled to a well-earned rest, and that it is in their best interest to retire.

Those opposed to compulsory retirement argue that aging is a highly individual process and that any method based on chronological age fails to distinguish between those who are capable and willing to go on working and those whose abilities have been impaired; that it is a waste of valuable experience and skill; that it causes unnecessary hardship to those who, for financial reasons, must continue working and those who want to remain in active production. Whatever the ultimate outcome, there is a general consensus that the worker who retires at 65 has the prospect of a further 15 years of life and that it is important for his sake and for society that this phase be spent productively, rather than become a time of loneliness, frustration and dependence.

the process of retirement (it is estimated that in the U.S. alone one and a half of two million men and women over the age of 65 are capable of part-time or full-time employment if employment were only available to them).

Ideally, retirement can and should be "a period of well-deserved contentment, satisfaction and freedom from financial worries," according to H. L. Douse, former chief of the Section on Older Workers, Manpower Utilization Branch, of the Canada Department of Manpower and Immigration.

"This does not necessarily mean a time of inactivity, except for those who are most content when they are not active. It should be a time when the person who has been promoted to the plateau of freedom from the responsibilities and pressures of the working world can make a choice between increased activity or inactivity." A question of growing concern to gerontologists and sociologists, as well as government and private agencies, is what opportunities exist for those who want to continue working after the age of normal retirement, and what ways and means can be developed to make this possible, using the skills and experience of older workers without endangering efficiency or blocking the flow of promotion for younger workers.

Reducing strain

In a number of countries, attempts are being made, with occupational analysis and job evaluation and adjustment, to enable workers to continue in employment for as long as they are capable and willing. One such method is ergonomics, which involves a redesign of a job to make it possible for the worker to continue at his original work by reducing strain to a minimum and thus maximizing his potential. It attempts to "fit the job to the man."

Among the special problems that older workers may encounter is that they find it more difficult to work at a fixed pace than younger people, they are not able to tolerate heat and cold as well, their vision and hearing deteriorates, and they need more frequent rest pauses. A simple change in working conditions or techniques, such as adjusting the height of a bench lathe or modifying the hand-grip of a pair of pliers, and eliminating excessive glare or noise, may often significantly alter the amount of fatigue produced by repetitive jobs and allow an older worker to remain productive.

The whole question would seem to entail two basic considerations. The first is the individual's difficulties in coming to terms with the fact of retirement itself and the disruption of a life-long routine. The development of pension planning has been an important factor in relieving older workers of some of the anxiety about financial security in retirement. But the specialists in the field are agreed that it is not enough just to have enough money to live on—a man must continue to have something worth while to do, so that he is not stripped of his role in the community.

It is generally agreed also that **people who are well educated and well adjusted are able to deal satisfactorily with the transition to retirement, and that those who work in low-paid and machine-dominated jobs look forward to the end of this phase of their working lives. But a large proportion of older people have no desire to go into compulsory retirement.** The second consideration involves those who are able to work, need to work and want to work and are caught up against their will in

An example of how a simple change in job design can make a great difference in work strain is the case of a 65-year-old engine inspector who had to stand at his work and bend low several times every hour. Because of age mutation in his back and legs, he found the work too much of a strain and had to give it up. As an experiment, job redesign was carried out, and the support of his work table was lowered so that he could work in a seated position with normal distance—as a result, this man continued to work for seven more years with full productive capacity.

Experts in the field warn, however, that **job redesign must go hand in hand with careful checks to determine whether the changes are really helpful to the workers concerned or whether the demands put on them are merely of a different kind.** It has been found that, though common sense indicates that increased mechanization and automation should be to the older worker's advantage, this is not always so. Technical developments may release workers from the drudgery of heavy physical work, but they can create for the older worker more problems than they solve.

K. F. H. Murrell, a leading researcher in the subject, emphasizes also the need for a measure of retraining of workers to make the most effective use of ergonomics. "It is no use pushing ahead with alterations and leaving the operative to get on as best he can—rather, changes should be made in the light of knowledge of those changes that can be made tolerable by a carefully planned program of retraining."

There are contradictory views on the value of retraining older workers and it has been widely held that older people are unable to learn new ways or adapt to change. There is, however, growing evidence from research around the world that, **although in some older people there is a decline in the ability to memorize and recall new information, training techniques geared to their needs can overcome any special difficulties experienced by older workers.**

Exhaustive testing at the Duke University Center for the Study of Aging and Human Development shows that the elderly need more time than younger people

because responses are apparently slowed down by anxiety—an older person's goal is less to achieve success than to avoid failure.

Studies carried out in the United States on the integration of older workers into retraining programs reveal the importance of counselling such workers, not only to assess their abilities but to allay the apprehensions about training that many older workers may fear or resist because of its novelty or unfamiliarity.

R. A. Wooland, Manager, Industrial Relations, of the Lufkin Rule Co. of Canada, Ltd., believes that it is not biological age but "the time span of stagnation" that results in the myth that older workers are less adaptable to change. "I feel that we confuse age with 'time span'. Let's suppose that by some occult process a man ceased to age beyond, say, 30 years and remained with the same employer. In 20 years time (still aged 30) I suspect that he would have acquired the same characteristics of obsolescence as he would had his age actually advanced to 50 or more."

Mr. Wooland believes that management actually helps create "human obsolescence" by permitting a worker to become isolated from the academic, business and technological world outside his own company and particular job. Management can help prevent this isolation by encouraging workers to attend night school classes and seminars, and providing in-plant instruction.

Learning habit

There is increasing evidence that **it is a lack of general education, or the fact that the habit of learning was last used 30 or 40 years ago, that presents the most serious handicap to the older worker in relation to retraining.** Therefore a need seems to exist to encourage workers, young and old, to improve the level of their basic education. Such an upgrading project has been carried out jointly for several years by a group of Toronto industrial firms.

The program was started in 1964 by Philips Electronics Industries Ltd. in Canada. In co-operation with the Canada Department of Labour, the Ontario Department of Education and two other companies, they started classes for workers who wanted to complete Grades 9 to 12 of their schooling. Today six companies, employing between 2,000 and 3,000 workers, participate in the scheme.

The program is open to workers of all ages on a voluntary basis and those taking part attend classes from 4 to 6 p.m. five days a week. They are paid full wages for the time they have to miss leaving work early to get to class. Two portable classrooms have been erected on the Leaside premises of Philips and the Department of Education pays the salaries of the teachers who give instruction in English, mathematics and science. About 40 workers have enrolled each year and there have been six graduating classes since the project was started. The drop-out rate among participants is negligible.

"We made no promises that those who took the course would get better jobs," says F. K. Richan, Vice-President, Industrial Relations, at Philips. "The aim of the project was to help workers upgrade their basic education so that they would be in a position to benefit from retraining at a later stage. In fact, a number of those who have graduated have been promoted and others have found better jobs."

Although the course was not designed with any age group in mind, it is a matter of concern that at present most of those taking advantage are younger workers in their 20s and that very few older workers enrol. "We believe the reason why workers in their 40s and 50s are reluctant to take advantage of this course is lack of confidence and fear of failure," says Mr. Richan. "Many of them may not have studied for 30 years or more and they are too timid to try getting back into the learning habit."

"This is a pity, because I'm sure it could be of particular benefit to older people. We have found that most workers who go through the course develop a thirst for further learning, they want to go on studying, they want to broaden their interests, they develop a liking for reading. This is just the sort of stimulus that would help older workers in preparation for retirement. We are now thinking about ways of trying harder to encourage our older workers to take the course."

Work for pensioners

In Holland the parent company of Philips pioneered another type of approach in providing workers over 65 with earning opportunities and a way to remain productive. In 1959 the company set up a workshop that offered

part-time jobs to retired employees. The enterprise, run as an entirely separate company, makes teaching models of machinery and in 1968 its annual turnover had risen to about \$150,000 with a net profit of some \$75,000.

At present about 250 pensioners are employed at the workshop. The average age of the workers is 70—the oldest is over 80 and a dozen are 75. They pace themselves, working a three-hour shift, and are paid according to their abilities. A measure of the venture's success is that, after 10 years in operation more than 40 of the original hundred pensioners were still working.

"The need for such schemes, for such organizations as the pensioners' workshops, is emphasized by geriatric research that has proved beyond doubt that there is interrelationship between the physical and psychological condition of the elderly," according to Professor F. M. Roeterink, himself a retired Philips employee and former manager of the workshop.

"There is no use building beautiful apartment blocks for the elderly unless you provide them with the opportunity to put their extended life expectancy to a meaningful purpose."

The idea of workshops and similar projects run on a commercial basis, but staffed exclusively by pensioners, is spreading through Europe, and in Great Britain a number of firms have developed successful schemes for their former employees to continue work after normal retirement. There has not been much development of such special projects in Canada, but here, as elsewhere in the world, increasing thought is being devoted to the whole question of retirement and to attitudes and roles as these affect the retiring worker.

(The opinion expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

Price indexes

Consumer, April

The consumer price index (1961 = 100) increased by 0.7 per cent to 132.2 in April from 131.3 in March and was 0.6 per cent higher than in April a year ago. For the 12-month period, April 1970–April 1971, the index advanced by 1.9 per cent.

The food index increased 0.7 per cent to 129.1 from 128.2, mainly because of a 0.7 per cent rise in the prices of food consumed at home and 0.1 per cent in restaurant meals. It was 0.8 per cent higher than in April 1970. The overall food increase was partly attributable to seasonal advances particularly among fresh produce items. Fruit prices rose 5.2 per cent and vegetables 3.6 per cent. Egg prices advanced 2.4 per cent, their largest increase since August 1970, but they were still almost 18 per cent below their level of April 1970. Increased prices for cheeses, ice cream and canned and powdered milks moved the dairy products index up 0.4 per cent. Among miscellaneous grocery items higher prices were registered for pickles, 2.2 per cent; cakes, 1.5 per cent; tea, 0.7 per cent; instant coffee, 0.6 per cent. The meat, fish and poultry component declined 0.5 per cent.

The housing index increased 0.9 per cent to 136.0 from 134.8 because of increases in the shelter component, 0.7 per cent, and household operation, 1.1 per cent. It was 4.8 per cent higher than a year ago. Within shelter, the rent index advanced 0.1 per cent to a level 2.3 per cent above that of April 1970; the home-ownership index moved up 1.1 per cent to a level 8.5 per cent above that of a year ago. The April increase in the home-ownership index resulted from rises in new home prices, home-owner repair charges and mortgage interest costs. Among household operation items, the price of fuel oil increased 7.6 per cent. Furniture prices rose 1.0 per cent, and floor coverings 0.9 per cent. The utensil and equipment index advanced 0.7 per cent mainly because of the removal of sale prices on dishes and glassware in some cities. The return to regular from sale prices for

cotton sheets and blankets in some stores, moderated by sales of curtains in Toronto and Ottawa, resulted in a 0.3 per cent rise in the textiles component. Continuing increases in bleach, foodwrap and toilet paper were the main causes of a 0.4 per cent rise in the household supplies index.

The clothing index advanced 0.9 per cent to 127.9 from 126.8, and was 0.9 per cent higher than a year earlier. All clothing components, with the exception of piece goods and clothing services, registered increases. The women's wear component recorded an increase of 1.7 per cent, partially as a result of the removal of sale prices on skirts, street dresses and girdles and an increase in the price of spring coats. Higher prices for men's suits in eastern Canada and the removal of sale prices on work shirts in Toronto and sweaters in Ottawa, were responsible for an advance of 0.5 per cent in the men's wear index. Topcoat and work trouser prices declined because of sales in Montreal and Vancouver. The children's wear index rose 0.3 per cent and the footwear index 1.1 per cent. Piece goods prices declined 0.7 per cent.

The transportation index advanced 0.5 per cent to 129.4 from 128.8, mainly because of a 2.2 per cent increase in gasoline prices in eastern Canada and associated with higher imported crude oil prices. Among other automobile operation items, new passenger car prices increased 0.2 per cent and motor oil increased 0.8 per cent. A seasonal increase in train fares advanced the inter-city travel component 0.4 per cent. The transportation index was 3.9 per cent above its April 1970 level.

The health and personal care index rose 0.3 per cent to 141.4 from 141.0, and was 1.5 per cent higher than a year ago. The dentists' fees index increased 1.7 per cent, reflecting increased fees for all services surveyed. Personal care supplies prices declined 0.3 per cent with reductions for toilet soap and toothpaste.

The recreation and reading index advanced 0.2 per cent to 135.3 from 135.0 because of increased newspaper subscription rates in Toronto, Brantford and Halifax. Between April 1970 and April 1971 the recreation and reading index rose 4.4 per cent.

The tobacco and alcohol index remained unchanged from its March level of 127.6, and was 0.9 per cent above its level of April 1970.

City consumer, April

The consumer price index (1961=100) advanced in all regional cities and city-combinations with the exception of Edmonton-Calgary where it was unchanged. The increases ranged from 0.2 per cent in Winnipeg to 1.1 per cent in St. John's and Halifax. Food indexes rose in nine cities as higher quotations were registered for fresh produce, cereal products, and powdered and evaporated milk. Housing indexes moved up in eight cities partly because of increased prices for home furnishings and fuel oil. Advances in clothing indexes were registered in all cities and higher gasoline prices and seasonally increased train fares contributed to advances in the transportation components of seven cities.

Health and personal care indexes rose in eight cities, reflecting higher dentists' fees and increased prices for many toiletry items. Recreation and reading components increased in two cities because of higher newspaper subscription rates. Tobacco and alcohol indexes were unchanged.

Regional consumer price index point changes between March and April were: Halifax +1.4 to 125.8; St. John's +1.3 to 123.1; Saint John +1.2 to 124.7; Ottawa +.7 to 129.7; Montreal +.6 to 125.9; Toronto +.6 to 128.3;

Saskatoon-Regina +.4 to 122.4; Vancouver +.4 to 126.1; Winnipeg +.3 to 127.5; Edmonton-Calgary unchanged at 127.3.

Wholesale

The general wholesale index (1935-39=100) moved up 0.6 per cent in April to 288.4 from the revised March index of 286.7. It was slightly lower than the April 1970 index of 288.5. Five of the eight major group indexes were higher, and three declined.

The chemical products group index advanced 2.4 per cent to 235.8 from 230.2 on higher prices for fertilizer materials and drugs and pharmaceuticals. A rise of 2.2 per cent to 388.0 from 379.6 in the wood products group index was mainly attributable to price increases for newsprint, cedar and fir. An increase of 1.2 per cent to 263.5 from 260.3 in the non-ferrous metal products group index reflected higher prices for copper and its products, silver and zinc. The non-metallic mineral products group index moved up 0.9 per cent to 225.7 from 223.6 on higher prices for petroleum products. The iron products group index advanced 0.5 per cent to 314.1 from 312.5.

The textile products group index moved down 0.7 per cent to 259.5 from 261.2 in response to lower prices for raw cotton. A decline of 0.3 per cent to 319.7 from 320.8 in the animal products group index reflected price decreases for fishery products, cured meats and livestock. The vegetable products group index dropped 0.3 per cent to 240.2 from 240.9.

U.S. Consumer, April

The United States consumer price index (1967=100) advanced 0.3 per cent in April to 120.2. The rise in food prices amounted to 0.9 per cent, about two thirds of which was accounted for by large increases in the price of fruits and vegetables. Besides food, the major price increases were in apparel and used cars. There were increases also in the prices of housekeeping supplies and magazines. Charges for most services, except money lending, continued to rise. Among major increases in the services areas were the costs of automobile insurance, property insurance and residential gas. The only major declines in the April index were in the prices of gasoline and in interest rates on home mortgages.

General topics

Employment review

The increase in employment between March and April was less than usual for this time of year. Total employment, was 7,737,000 in April, 51,000 higher than in March. The number of unemployed persons, at 659,000, was slightly higher than the March total. The seasonally adjusted unemployment rate rose sharply to 6.7 from 6.0 and the unadjusted rate was unchanged at 7.8. Compared with a year ago, the labour force increased by 198,000 or 2.4 per cent, and employment by 83,000 or 1.1 per cent. The number of unemployed persons increased by 115,000.

Employment

Employment in April increased 51,000 to 7,737,000 (unadjusted) and was 83,000 or 1.1 per cent higher than in April 1970. Among the various industries, increases were above average in agriculture, 66,000, and in construction, 26,000, but were below average in trade. In community, business and personal services, employment declined for a second successive month and was 12,000 below the March level; in public administration, too, there was a decrease of 12,000. There were smaller declines in manufacturing and transportation.

The overall employment of women showed little change, instead of the normal March-April advance. Employment of men increased a little less than average for this period.

Seasonally adjusted employment

The seasonally adjusted level of employment declined slightly, about 1 per cent, in April. Regionally, there were decreases in the Atlantic 2.7 per cent, Quebec 1.8

per cent, and Ontario 0.6 per cent. In the Prairies and British Columbia, seasonally adjusted employment was virtually unchanged.

Unemployment

Unemployment increased by 9,000 to 659,000 in April, and was 115,000 higher than the April 1970 level of 544,000. Between March and April the number of unemployed younger persons increased by 20,000. There was a reduction of 11,000 among unemployed persons 25 years of age and over. The decrease in the older group was smaller than average and occurred among men. There were 56,000 more unemployed in the 14-24 age group than in April a year ago. The yearly increase in the number of unemployed persons 25 years of age and over was 59,000.

Seasonally adjusted unemployment

The seasonally adjusted unemployment rate rose to 6.7 in April, after declining from 6.6 to 6.0 during the last four months. A large increase of from 11.1 to 12.3 was recorded for persons 14-24 years of age. Among persons 25 years or older there was a larger increase in the seasonally adjusted rate for men than for women. In Ontario, where the unemployment trend has increased since last Fall, there was a definite rise in the seasonally adjusted unemployment rate. There were also substantial increases in the Atlantic and Quebec regions. In the Prairies and British Columbia there were small declines.

U.S. Employment

Unemployment in May was 4,400,000 compared with 4,700,000 in April. The seasonally-adjusted rate of unemployment was 6.2 per cent compared with 6.1 per cent in the previous month. The actual rate of unemployment was 5.3 per cent compared with 5.7 per cent in April. In May, the civilian labour force was 83,104,000.

Unemployment insurance fund

During April, 16,234 investigations were completed across Canada. Of these 10,079 were on-premises investigations, 1,485 were selective investigations and 182 were random sample investigations of claims to verify the fulfilment of statutory conditions. The remaining 709 formal investigations and 3,779 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications resulting from false statements or misrepresentations made by claimants numbered 1,907. Prosecutions were begun in 135 cases, all against claimants. This does not include employer prosecutions begun by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in April totalled \$48,399,870.22 compared with \$47,269,152.45 in March and \$60,050,767.41 in April 1970. **Benefits paid in April totalled \$100,008,016.92 compared with \$114,301,673.16 in March and \$81,059,893.19 in April 1970.** The balance in the Fund on April 20, 1971 was \$272,028,188.26 compared with \$322,982,248.64 in March and \$440,677,142.41 at the end of April 1970.

August Credits

The final plateau, p. 538, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Unemployment insurance report, p. 556, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the

local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 548, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 545, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 524, 528, 529, 530, 532, 533, 535, 538. Flair Photographic, Cranbrook, B.C.: p. 514. ILO: p. 516. Public Archives of Canada: p. 521. Murray MacGowan: p. 523. Wamboldt-Waterfield Photography Ltd., Halifax, N.S.: p. 526.

Conciliation

During May the Minister of Labour appointed conciliation officers to deal with the following disputes:

Radio Nord Inc., and Radio La Sarre Inc., Rouyn, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. G. Dorion).

Parkins Construction Ltd., Edmonton, Alta., and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: G. W. Rogers).

Canadian Lake Carriers' Association (representing various shipping companies) and Canadian Marine Officers' Union (Conciliation Officer: G. R. Doucet).

Air Canada, Montréal, Qué., and Canadian Air Line Flight Attendants' Association (Conciliation Officer: R. Nat Gray).

Yellowknife Public School Board (Yellowknife Public School District No. 1) and Yellowknife Public School Local, Northwest Territories Teachers' Association (Conciliation Officer: G. W. Rogers).

Canadian National Steamship Company Limited (Pacific Coast), Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. A. Franklin).

Canadian Pacific Railway Company (British Columbia Lake & River Service) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. A. Franklin).

The Pembroke Electric Light Company Limited, Pembroke, Ont., and International Brotherhood of Electrical Workers, Local 1905 (Conciliation Officer: H. A. Fisher).

CP Air, Vancouver International Airport, and International Association of Machinists and Aerospace Workers (representing fire and security guards) (Conciliation Officer: D. H. Cameron).

Air Canada, Montréal, Qué., and International Association of Machinists and Aerospace Workers, District Lodge 148 (Conciliation Officer: R. Nat Gray).

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment) Pinawa, Man., and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union No. 254 (Conciliation Officer: A. E. Koppel).

Central Mortgage and Housing Corporation, Ottawa, Ont., and Public Service Alliance of Canada (representing Heating Plant Stationary Engineers) (Conciliation Officer: H. A. Fisher).

Yukon Builders' Exchange and Contractors' Association (representing General Enterprises Ltd.; G. W. Ledingham (Yukon) Ltd.; Humphrey Construction Ltd.; 918 Construction Ltd., and Liard Construction Ltd.), Whitehorse, Y.T., and International Union of Operating Engineers, Local 115 (Conciliation Officer: G. W. Rogers).

Yukon Builders' Exchange and Contractors' Association (representing General Enterprises Ltd.; G. W. Ledingham (Yukon) Ltd.; Humphrey Construction Ltd.; Dawson Construction Ltd.; 918 Construction Ltd., and Liard Construction Ltd.), Whitehorse, Y.T., and Teamster Union, Local 213 (Conciliation Officer: G. W. Rogers).

Radio Lac St-Jean Ltée (CFGT), Alma, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. G. Dorion).

Atomic Energy of Canada Limited (Whiteshell Nuclear Establishment), Pinawa, Man., and Canadian Union of Public Employees, Local 938 (representing nuclear reactor operators) (Conciliation Officer: A. E. Koppel).

Omstead Refrigerated Transportation Limited, Wheatley, Ontario, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 880 (Conciliation Officer: H. A. Fisher).

Trailways of Canada Limited, Willowdale, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: K. Hulse).

Canadian Pacific Railway Company (British Columbia Lake & River Service) and Canadian Merchant Service Guild (Conciliation Officer: A. A. Franklin).

Settlements by conciliation officers

Canadian National Steamship Company Limited (Pacific Coast), Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. A. Franklin) (See above).

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment) Pinawa, Man., and International Association of Machinists and Aerospace Workers, Lodge 608 (Conciliation Officer: A. E. Koppel) (LG, July, p. 474).

North Shipping & Transportation Limited, Québec, Qué., and Seafarers' International Union of Canada (Conciliation Officer: R. G. Dorion) (LG, July, p. 474).

D. S. Scott Transport Ltd., North Vancouver, B.C.; O.N.C. Motor Freight System, Burnaby, B.C.; Soo-Security Motorways Ltd., Burnaby, B.C., and T.I.M.E.-D.C. Trucking Inc., Burnaby, B.C., and General Truck Drivers and Helpers Local Union No. 31 (Conciliation Officer: G. W. Rogers) (LG, June, p. 394).

Johnstone Shipping Limited, Toronto, Ont., and Canadian Marine Officers Union (representing licensed engineers aboard the M.V. "Congar") (Conciliation Officer: K. Hulse) (LG, June, p. 394).

The National Battlefields Commission, Québec, Qué., and Public Service Alliance of Canada (Conciliation Officer: R. G. Dorion) (LG, June, p. 394).

United Grain Growers Limited (employees of the Seed Department, Western Region) Edmonton, Alta., and Amalgamated Meat Cutters & Butcher Workmen of North America, Local P-319 (Conciliation Officer: A. A. Franklin) (LG, June, p. 394).

Valleyfield Dock and Terminal Co. Ltd., Valleyfield, Qué., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. G. Dorion) (LG, June, p. 395).

Québec Cartier Mining Company, Port Cartier, Qué., and Seafarers' International Union of Canada (Conciliation Officer: R. G. Dorion) (LG, May, p. 326).

Colonial Coach Lines Limited, Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. A. Fisher) (LG, June, p. 394).

CP Air, Vancouver International Airport, and International Association of Machinists and Aerospace Workers (representing fire and security guards) (Conciliation Officer: D. H. Cameron) (See above).

Conciliation boards appointed

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment) Pinawa, Man., and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 254 (See above).

Charterways Co. Limited, Windsor, Ont. (formerly known as Skinner School Bus Lines (St. Thomas) Limited) and Amalgamated Transit Union, Division 1415 (LG, June, p. 395).

Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Pilots' Association (LG, June, p. 395).

Conciliation board fully constituted

The Board of Conciliation and Investigation established in April to deal with a dispute between The Canada Coach Lines Limited, Hamilton, Ont., and Amalgamated Transit Union, Division 107 (LG, July, p. 475) was fully constituted with the appointment of Judge W. S. Lane of Picton, Ont., as chairman. Judge Lane was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee C. A. Morley, and Leonard E. Moyneham, both of Toronto.

Conciliation board report received

Canadian National Hotels Limited (Hotel Newfoundland), St. John's, Newfoundland, and Hotel and Restaurant Employees and Bartenders International Union, Local 779 (LG, June, p. 396) (full text appears in Supplement No. 4, 1971).

Conciliation board not appointed

M & P Transport Limited (Toronto Terminal) and General Truck Drivers' Union, Local 938 (LG, July, p. 474).

Settlement at conciliation board stage

Northern Electric Company Limited (installation western region) and Communications Workers of America (LG, May, p. 328).

Settlement in post-conciliation board mediation

Canadian Broadcasting Corporation and Le Syndicat général de cinéma et de la télévision (CSN) (mediation assistance provided by G. R. Doucet) (LG, July, p. 475).

Certification

The Canada Labour Relations Board met for three days during May. It granted nine applications for certification and two applications for revocation of certification. It also rejected three applications for certification and ordered one representation vote. During the month the Board received eleven applications for certification and four requests for review of earlier decisions. It permitted the withdrawal of one application for certification.

Applications for certification granted

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Voyageur (1969) Inc., Montreal, Qué. (LG, June, p. 398). The following had intervened: Canadian Brotherhood of Railway, Transport and General Workers; Le Syndicat des Chauffeurs de Voyageur Provincial; Le Syndicat National des employés du Transport en commun de la Mauricie (CSN); and Le Syndicat des employés de Transport Provincial (CSN) Section Chauffeurs—Division Voyageur Québec.

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Les Déménagements Côté Ltée, Québec, Qué. (LG, June, p. 399).

Service Employees International Union, Local 298, on behalf of a unit of employees of Nation-Wide Interior Maintenance Co. Ltd., Montreal, Qué., engaged in the performance of its contracts for cleaning and janitorial services at Canadian National Central Station and at Canadian National headquarters building at Montreal (LG, June, p. 399).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of Drivers employed by H.M. Trimble & Sons Ltd., Calgary, Alta. (LG, June, p. 399).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of drivers and other employees employed by St. George Moving & Storage Ltd., Kelowna, B.C. (LG, June, p. 399).

Teamsters Local Union No. 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Robert Sentineal Moving & Storage Limited, Niagara Falls, Ont. employed at or working out its Niagara Falls, St. Catharines, Welland, Hamilton, and Oakville terminals (LG, June, p. 399).

Seafarers' International Union of Canada on behalf of a unit of unlicensed employees of The Pelee Shipping Company, Limited, St. Thomas, Ont., employed aboard the M.V. "Pelee Islander" LG, June, p. 399).

National Association of Broadcast Employees and Technicians on behalf of a unit of employees employed in its radio and television broadcasting operations by La Compagnie de Radiodiffusion de Matane Ltée., Matane, Qué. (LG, July, p. 476).

Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Atlantic Automobile Transport Limited, Moncton, N.B., working in or out of its terminals at Moncton and Saint John, N.B., and Halifax, N.S. (LG, July, p. 476).

Applications for revocation granted

The Board granted an application made by J. C. L. Molyneaux, et al., for revocation of an order of certification dated June 12, 1959, certifying the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (now International Union, United Automobile, Aerospace and Agricultural Implement Workers of America) as the bargaining agent of a unit of employees of British Overseas Airways Corporation, Montreal, Qué., employed in Metropolitan Toronto, Ont. (LG, July, p. 477).

The Board granted an application made by R. J. McIntosh, et al., for the revocation of an order of certification dated July 26, 1962, certifying the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (now International Union, United Automobile, Aerospace and Agricultural Implement Workers of America) as the bargaining agent of a unit of employees of British Overseas Airways Corporation, Montreal, Qué., employed at Toronto International Airport, Malton, Ont. (LG, July, p. 477).

Applications for certification rejected

Le Syndicat des Chauffeurs de Voyageur Provincial, applicant, Voyageur (1969) Inc., Montreal, Qué., respondent, Canadian Brotherhood of Railway, Transport and General Workers, intervener, and Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener (LG, June, p. 398). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Northern Québec Transport Inc., Rouyn, Qué., respondent (LG, June, p. 399). The application was rejected because the unit of employees proposed by the applicant is not appropriate for collective bargaining.

Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Queensway Tank Lines Limited, Chesterville, Ont., respondent, and Local 214, National Council of Canadian labour, intervener (LG, July, p. 476). The application was rejected because it was not supported by a majority of the employees affected.

Representation vote ordered

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Métropolitain Provincial (1967) Inc., Montreal, Qué., respondent, and the Syndicat des employés Métropolitain Provincial (CSN), intervener (LG, May, p. 329). The Board directed that the names of both the applicant and the intervener appear on the ballot (Returning Officer: R. G. Dorion) (Reasons for Judgment issued). (Full text in Supplement No. 5, 1971).

Applications for certification received

International Association of Machinists and Aerospace Workers on behalf of a unit of skycaps employed by Consolidated Aviation. Fueling and Services Ltd., Toronto International Airport, Malton, Ont. (Investigating Officer: K. Hulse).

National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of CKLW Radio Broadcasting Limited, Windsor, Ont. (Investigating Officer: K. Hulse).

National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Baton Broadcasting Limited and St. Clair River Broadcasting Limited, carrying on business in partnership under the firm name and style CKLW-TV, Windsor, Ont. (Investigating Officer: K. Hulse).

Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, System Division No. 7, on behalf of a unit of clerical and telegrapher employees of the Northern Alberta Railways Company, Edmonton, Alta. (Investigating Officer: A. A. Franklin).

Local Union No. 1318, International Brotherhood of Electrical Workers, on behalf of a unit of employees of CJCH Limited, Halifax, N.S. (Investigating Officer: R. L. Kervin).

Canadian Air Line Flight Attendants' Association on behalf of a unit of stewardesses employed by Wardair Canada Ltd., Edmonton, Alta. (Investigating Officer: A. A. Franklin).

General Teamsters, Local Union No. 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Byers Transport Limited, Edmonton, Alta. (Investigating Officer: G. W. Rogers).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of cook-deckhands and deckhands employed by Captain W. Cogswell, Kitimat, B.C. (Investigating Officer: A. A. Franklin).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of Lakehead Track Installation Ltd., Thunder Bay, Ont. (Investigating Officer: A. E. Koppel).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of telephone operators employed by Voyageur (1969) Inc., Montréal, Qué. (Investigating Officer: R. G. Dorion).

International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local 848, Sidney and Glace Bay, N.S., on behalf of a unit of employees of Cape Breton Broadcasters Limited (CJCB-TV), Sydney, N.S. (Investigating Officer: R. L. Kervin).

Requests for review under Sec. 61 (2)

The Board received a request from the National Association of Broadcast Employees and Technicians, seeking amendment of the Board's order of August 9, 1967, which certified it as the bargaining agent of a unit of employees employed at Station CJOH-TV, Ottawa, and CJSS-TV, Cornwall, by Bushnell TV Co. Limited, Ottawa, Ont. (now Ottawa-Cornwall Broadcasting Limited) (LG 1967, p. 695).

The Board received a request from the National Association of Broadcast Employees and Technicians seeking amendment of the Board's order of November 20, 1968, which certified it as the bargaining agent of a unit of stagehands employed by Bushnell TV Co. Limited (CJOH-TV) Ottawa, Ont. (now Ottawa-Cornwall Broadcasting Limited) (LG 1969, p. 104).

The Board received a request from the International Association of Machinists and Aerospace Workers seeking amendment of the Board's order of December 18, 1961, as amended May 8, 1969, which certified it as the bargaining agent of a unit of employees of Québec North Shore and Labrador Railway Company, Sept-Iles, Qué., employed in the railway's catering department (LG 1962, p. 155) (LG 1969, p. 400). The union requests that the unit be amended to include certain employees classified as lunch makers.

The Board received a request for review of its order dated February 23, 1949, which certified the Federation of Telephone Workers of British Columbia as the bargaining agent of a unit of employees of British Columbia Telephone Company, Vancouver, B.C. (LG 1949, p. 288).

Application for certification withdrawn

International Association of Machinists and Aerospace Workers, applicant, Baie-Comeau Air Service Ltée., Hauterive, Qué., respondent, and Robert Burgess, et al., interveners (LG, June, p. 399).

Decisions of the umpire

CUB 2917: The claimant applied for benefit, stating that he had left his job as an inseminator with an agricultural co-operative because there was "no work." He declared that he was capable of and available for work immediately but that he could not take a full-time job because he was to return to his former position in a few months.

The insurance officer informed the man that he was disqualified from receiving benefit because **an investigation revealed that the co-operative had to lay off one employee and the claimant had asked to be the person laid off, despite his 14 years of seniority, so that he could have a few weeks of rest.** On seeing a doctor at a later date he was found to have stomach ulcers and was hospitalized.

The claimant later appealed to the board of referees. The employer told the area office that he had agreed to lay off the claimant so that he might have a rest, thinking that he would still be eligible for unemployment

benefits. The board decided that the claimant had not proved that he was capable of and available for any suitable work and by a majority vote dismissed the appeal.

The one dissenting member noted that the claimant had made an agreement with his employer in good faith and that one employee would have been laid off in any case. The claimant had not fallen ill until five weeks later and he would have faced only a minimal suspension of six weeks if he had been dismissed or had voluntarily left his job.

The claimant appealed to the umpire, and in his decision the umpire noted that the case did not involve an individual who had already acquired the right to receive benefit and who had then become ill and nevertheless retained his right to benefit. **The claimant had left his job voluntarily and without just cause. He had not established that he was capable of and available for work.** The appeal was therefore dismissed.

Railway Arbitration



Seven cases were dealt with by the Canadian Railway Office of Arbitration on April 13 and 14, 1971. The arbitrator dismissed two grievances, allowed two others and, in the other three, allowed the company to reduce the size of crews.

Case No. 271: Dispute between CP Rail and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the discontinuance of messenger service on two trains.

The messenger service on two trains was cancelled because the Bank of Canada stopped shipping currency by rail. The train messengers had other duties besides those relating to the currency shipments but the revenue from the shipments in the company's view, was the main justification for their employment. The other work was then to be done by other employees.

The collective agreement says that notice of 90 days if the relocation of employees is involved or 60 days in other cases is necessary when any "technological, operational and/or organizational changes" are introduced by the company. The agreement provided also that this provision did not apply when the change resulted from "a recognizable decline in business activity such as a recession or by fluctuations in traffic." The company argued that the clause did not apply to this case; the union contended that it did.

The termination of the messenger service does come under the meaning of this article in the agreement, said the arbitrator. Accordingly, he allowed the grievance and ordered that proper notice should be given.

Case No. 272: Dispute between CP Rail and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over staff reductions at a terminal.

Reductions in staff at a terminal resulted from declines in traffic volume, the company said. The arbitrator said that the issue was whether the staff reductions that took place in recent years were the result of "technological, operational and/or organization changes" as stated in the collective agreement. He found that some of the reductions occurred before this section of the agreement was agreed to. On this basis alone, he said, the grievance should fail in part.

The agreement goes on to say that this provision does not cover workers affected by a general decline in "business activity, such as a recession or by fluctuations in traffic." The arbitrator ruled that this clause did apply and that the company did not need to give the 60 or 90 days notice specified in the agreement. He dismissed the grievance.

Case No. 273: Dispute between CN (Hotel Department) and the Canadian Brotherhood of Railway, Transport and General Workers over the dismissal of a bartender for being drunk.

There was no dispute about the bartender's "unfit condition to carry out his duties." The union based its grievance on the severity of the punishment. In its contention the union argued that the man had become an alcoholic and had since taken treatments to cure himself. Looking at the bartender's record, the arbitrator asked whether the conduct of the bartender raised doubts about his reliability as an employee. "Certainly it raised grave doubts on that score, but in my view an employee of such substantial seniority, with a record which is, on balance, good, is entitled to the benefit of some doubt."

The arbitrator admitted that the company was entitled to discipline the bartender by imposing a substantial period of suspension, "but it did not have just cause to discharge him." He allowed the grievance and asked that the bartender be reinstated without loss of seniority or other benefits but that he receive no compensation for loss of earnings.

Case No. 274: Dispute between CP Rail and the United Transportation Union over the accommodation for trainmen at a layover terminal.

The Memorandum of Agreement that governs run-through pooled cabooses calls for "suitable sleeping quarters at away-from-home terminals convenient to passenger stations." At the terminal in question, the company had previously paid for trainmen's accommodation in a hotel two-fifths of a mile from the passenger station but had arranged to use a rest house one and a half miles from the station. The company provided, also, transportation between the station and the rest house. The arbitrator said the rest house facilities complied with the requirements of the agreement; the dis-

pute was over the "convenience" of the rest house to the passenger station. He considered that the transportation service provided met the requirement for convenience, and dismissed the grievance.

Case No. 275: Dispute between CP Rail and the United Transportation Union over the reduction in size of a yard crew.

The company sought to reduce the size of a crew on a yard assignment from three to two men. In compliance with the agreement, the company served notice on the union and, when no agreement was reached, conducted a five-day survey. The union said that certain moves could not be performed safely with a two-man crew. The arbitrator said that in some moves, a revised switching method would be needed or a limit on the number of cars handled would be necessary. But he agreed that, with the above precautions, a two-man crew could carry out the work with maintenance of adequate safety.

Case No. 276: Dispute between CP Rail and the United Transportation Union over the reduction in the size of a yard crew.

The company sought to reduce the size of a crew from three to two men. The company gave notice to the union, no agreement was reached and a survey was conducted. The union stated that certain moves could not be performed safely with a two-man crew. The arbitrator said that in some of the moves at the yard "revised switching methods are required and, in some cases, there must be limitations on the number of cars handled." But in his view, the company could reduce the size of the crew.

Case No. 277: An ex parte dispute between CP Rail and the United Transportation Union over the reduction in size of a yard crew.

The company sought to reduce the size of a yard crew from three to two men. The company gave notice to the union, no agreement was reached and a survey was conducted. The union did not state as it did in other cases, that certain moves could not be performed safely with a two-man crew. The union stated that the working conditions had changed at the yard since the survey was taken and the survey, therefore, was void. The arbitrator found that there were some seasonal variations in traffic at the yard but said that the survey was properly conducted and in compliance with the collective agreement. He agreed with the company that the crew could be reduced with adequate safety being maintained.

Publications in the library

List No. 269

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

Canada

- **No. 1—Clarkson, Stephen, comp.** Visions 20 20; fifty Canadians in search of a future. Edited for the Canadian Forum by Stephen Clarkson. Edmonton, M.G. Hurtig Ltd., c1970. 290 p.

Collective bargaining

- **No. 2—Broadcasting and bargaining; labor relations in radio and television.** Edited by Allen E. Koenig. Madison, University of Wisconsin Press, 1970, xii, 344 p.
- **No. 3—Collective bargaining in transition;** report of a conference at Ditchley Park, 14-17 November 1969, by W. A. Brown, conference rapporteur. Ditchley Park, Eng., Ditchley Foundation [1970?] 22 p.

Disadvantaged

- **No. 4—Berg, Ivar E.** Education and jobs; the great training robbery, by Ivar Berg with the assistance of Sherry Gorelick. Foreword by Eli Ginzberg. New York, Published for the Center for Urban Education by Praeger Publishers, 1970. xx, 200 p.
- **No. 5—Committee for Economic Development.** Training and jobs for the urban poor; a statement on national policy by the Research and Policy Committee of the Committee for Economic Development. New York, 1970. 78 p.
- **No. 6—Levitan, Sar A.** Economic opportunity in the ghetto: the partnership of government and business, by Sar A. Levitan, Garth L. Mangum [and] Robert Taggart III. Baltimore, Johns Hopkins Press, 1970. viii, 84 p. "A joint publication of the Center for Manpower Policy Studies, the George Washington University and the National Manpower Policy Task Force."

Economics

- **No. 7—Marshall, Nathalie, ed.** Keynes: updated or outdated? Edited with introductions by Natalie Marshall. Lexington, Mass., Health, c1970. 132 p.
- **No. 8—Vanek, Jaroslav.** The general theory of labor-managed market economics. Ithaca, Cornell University Press, c1970. xiv, 409 p.

Employment management

■ **No. 9—Black, James Menzies.** How to get results from interviewing; a practical guide for operating management. New York, McGraw-Hill, 1970. xviii, 203 p.

■ **No. 10—Byers, Kenneth, ed.** Employee training and development in the public service. Chicago, Public Personnel Association, c1970. viii, 372 p.

■ **No. 11—Foulkes, Fred K.** Creating more meaningful work. New York, American Management Association, 1969, 222 p.

■ **No. 12—Ritzer, George.** An occupation in conflict; a study of the personnel manager, by George Ritzer and Harrison M. Trice. Ithaca, N.Y., New York State School of Industrial and Labor Relations, Cornell University, 1969. x, 127 p. Report on a study conducted by the New York State School of Industrial and Labor Relations, Cornell University.

■ **No. 13—Segal (Martin E.) and Company, inc.** Employee benefits factbook, 1970. Harry Gersh, editor. Robert D. Paul, contributing editor. New York, Fleet Academic Editions, 1970. 400 p.

Executives

■ **No. 14—Lewellen, Wilbur Garrett.** Executive compensation in large industrial corporations. New York, National Bureau of Economic Research; distributed by Columbia University Press, 1968. xxv, 371 p.

■ **No. 15—National Industrial Conference Board.** Executive compensation plans in the smaller company, by Jeremy Bacon. New York, 1970. 27 p.

Industrial relations

■ **No. 16—Baer, Walter E.** Grievance handling; 101 guides for supervisors. New York, American Management Association, 1970. xiii, 289 p.

■ **No. 17—Derrick, Paul, ed.** Co-ownership, co-operation and control; an industrial objective. Edited by P. Derrick and J-F. Phipps. London, Longmans, Green, 1969. 184 p.

■ **No. 18—Duke of Edinburgh's Commonwealth Study Conference on the Human Problems of Industrial Development and Re-development in Commonwealth Countries.** 3d, Sydney, etc., 1968. Industrialization & the individual; an account of H.R.H. The Duke of Edinburgh's Third Commonwealth Study Conference on the Human Problems of Industrial Development and Re-development in Commonwealth Countries, Australia, 12 May-4 June 1968, by James G. Loudon. Foreword by H.R.H. the Duke of Edinburgh. Melbourne, Sun Books, 1969. viii, 381 p.

Labour organization

■ **No. 19—Husband, Hugh P.** Management faces unionization. New York, Management Sourcebooks, c1969. xiv, 262 p.

■ **No. 20—Koretz, Robert F., comp.** Labor organization. Editor: Robert F. Koretz. New York, Chelsea House Publishers, 1970. v, 846 p. Consists of Federal legislation, extracts from Congressional debates, major Supreme Court decisions, etc., with commentary by the compiler.

Labouring classes

■ **No. 21—Camerlynck, Guillaume Hubert.** Précis de droit du travail, par G. H. Camerlynck et Gérard Lyon-Caen. 4e édition. Paris, Dalloz, 1970 609 p.

■ **No. 22—Coates, Ken, comp.** Trade union register. Edited by Ken Coates, Tony Topham and Michael Barratt Brown. London, Merlin Press, 1969. 350 p.

■ **No. 23—Gilpatrick, Eleanor Gottesfocht.** The occupational structure of New York City municipal hospitals, by Eleanor G. Gilpatrick and Paul K. Corliss. Foreword by Sar A. Levitan. New York, Praeger Publishers, 1970. xxi, 190 p.

■ **No. 24—Horrell, Muriel.** South Africa's workers; their organizations and the patterns of employment. Johannesburg, South African Institute of Race Relations, 1969. 153 p.

Management

■ **No. 25—Banon, Gabriel.** Le parti de l'entreprise [par] Gabriel Banon et Deniel Huguenin. Paris, Fayard, 1970. 154 p.

■ **No. 26—Hartung, Henri.** Ces princes du management; le patronat français devant ses responsabilités. Préface d'Henri Guillemin. Paris, Fayard, 1970. 117 p.

■ **No. 27—Prince, George M.** The practice of creativity; a manual for dynamic group problem solving. 1st ed. New York, Harper & Row, 1970. xi, 197 p.

■ **No. 28—Yoshino, Michael Y.** Japan's managerial system; tradition and innovation. Cambridge, Mass., MIT Press, 1968. xvi, 292 p.

Profit sharing

■ **No. 29—Flanders, Allan.** Experiment in industrial democracy: a study of the John Lewis Partnership, by Allan Flanders, Ruth Pomeranz, Joan Woodward, assisted by B. J. Rees. London, Faber, 1968. 261 p.

■ **No. 30—Morlières, P.** Participation: l'intéressement. Paris, Dunod, 1969. vi, 120 p.

Public welfare

■ **31—Durbin, Elizabeth Frances.** Welfare income and employment; an economic analysis of family choice. Pref. by Oscar A. Ornati. New York, Praeger, 1969. xxv, 177 p.

■ **32—Kershaw, Joseph Alexander.** Government against poverty, by Joseph A. Kershaw, with the assistance of Paul N. Courant. Washington, Brookings Institution, c1970. viii, 174 p.

Wage policies

■ **33—Rockwood, Charles Edward.** National incomes policy for inflation control. Tallahassee, Florida State University Press, 1969. viii, 184 p.

Women—employment

■ **34—Gregory, Chester Woodrow.** The problem of labor during World War II: the employment of women in defense production. Ann Arbor, Mich., University Microfilms, 1970. ix, 294 p.

■ **No. 35—Leroy, Robert.** Essai sur la population active. Théories économiques récentes et analyse régionale de l'emploi féminin. Louvain, Librairie universitaire, 1968. 229p.

Miscellaneous

■ **No. 36—Carbery, Thomas F.** Consumers in politics; a history and general review of the Co-operative Party. New York, A. M. Kelley, 1969. vii, 276p. Based on the author's thesis, University of London.

■ **No. 37—Danhof, Clarence Henry.** Government contracting and technological change. Washington, Brookings Institution, 1968. x, 472p.

■ **No. 38—McLuhan, Herbert Marshall.** From cliché to archetype, by Marshall McLuhan with Wilfred Watson. New York, Viking Press, c1970.

■ **No. 39—May, Ronald James.** Federalism and fiscal adjustment. Oxford, Clarendon Press, 1969. viii, 192p. Based on thesis, University of Oxford.

■ **No. 40—National Industrial Conference Board.** R & D in the multinational company; a survey, by Michael G. Duerr. New York, 1970. 77p.

■ **No. 41—Hughes, Michael.** Cartoons from the General Strike, compiled and written by Michael Hughes. London, Evelyn, Adams and Mackay, 1968. 72p. Label mounted on t.p.: Augustus M. Kelley, New York.

■ **No. 42—Stigler, George Joseph.** The behavior of industrial prices [by] George J. Stigler & James K. Kindahl. New York, National Bureau of Economic Research, 1970. xiv, 202p.

■ **No. 43—Tabak, Herman D.** Cargo containers, their stowage, handling and movement. Cambridge, Md., Cornell Maritime Press, 1970, ix, 386p.

■ **No. 44—Chadwick-Jones, John K.** Automation and behaviour: a social psychological study, by J. K. Chadwick-Jones. London, New York, Wiley-Interscience, 1969. xi, 168p.

■ **No. 45—Ulmer, Melville Jack.** The welfare state: U.S.A.; an exploration in and beyond the new economics. Boston, Houghton Mifflin, 1969. xiv, 203p.

Unemployment insurance report

A total of 222,000 initial and renewal claims for benefit were filed during March, an increase of 8 per cent or 16,000 over the previous month. Heavier claim loads occurred in all provinces except Nova Scotia and Manitoba. Of the 16,000 increase, 8,000 occurred in Québec and 4,000 in British Columbia.

In comparison with March 1970 the volume of claims rose by 19,000 or 9 per cent. Ontario was the only province where fewer claims were filed in March 1971; 12,000, or 42 per cent fewer renewal claims were received.

Summary Table

Activity	Mar. 1971	Feb. 1971	Mar. 1970	Cumulative Data	
				January to Mar. 1971	12 months ending Mar. 1971
(in thousands)					
Insured population at end of month	—	5,840	5,718	—	—
Initial and renewal claims filed:					
Total.....	222	206	203	716	2,307
Initial.....	173	164	146	563	1,730
Renewal.....	49	42	57	153	577
Claimants currently reporting to local offices.....	857	888	705	863*	585*
Beneficiaries (weekly average).....	640	692	528	641*	410*
Weeks compensated.....	3,198	2,768	2,376	8,329	21,376
Benefit paid.....	114,302†	100,928†	84,019	300,943†	758,012†
Average weekly benefit.....	\$35.74†	\$36.47†	\$35.36	\$36.13†	\$35.46†

* Monthly average.

†Discrepancy between totals and subtotals due to rounding.

At the end of March claimants registered for unemployment insurance benefit numbered 857,000. That was 31,000 or 4 per cent fewer than the 888,000 at the end of February. Of the claimants for regular benefits whose benefit periods terminate at this time of the year, many establish a claim for seasonal benefit. The overall reduction of 31,000 is comprised of 60,000 fewer claimants for regular benefit with an increase of 30,000 for seasonal benefit. At the end of March 1970 there were 705,000 claimants registered for benefit.

The estimate of the average number of beneficiaries during March was 640,000 in comparison with 692,000 for the preceding month. In March 1970 the estimate stood at 528,000. The benefit payments and average weekly benefit to correspond with the above figures were \$114 million, or \$35.74, \$101 million or \$36.47 and \$84 million or \$35.36.

The Supplementary Unemployment Insurance Benefit of 10 per cent, effective January 3, 1971, is not included in the benefit payment data.

Industrial and geographic distribution of union membership in Canada in 1970

There were 2,173,000 union members in Canada at the beginning of 1970—an increase of 4.7 per cent over the 1969 figure. Membership figures are compiled from survey returns obtained by the Economics and Research Branch of the Canada Department of Labour from national and international union headquarters, central labour congresses and independent local organizations. The data obtained in the 1970 survey were published in *Labour Organizations in Canada, 1970*, a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations active in Canada; names of the principal officers, publications and the distribution of the locals are also included. The statistical data contained in the handbook are Canada-wide totals, broken down by congress affiliation and by type and size of union.

Another survey of individual local unions across the country, made at the beginning of each year, provides data for the accompanying tables, giving distributions of union membership by industry, by province and by Canada Manpower Centre area. In this survey, each local is asked to report the total number of its members, and the industry and location in which all or most of them are employed. Although there are cases where a local may have members employed in more than one industry, the secretary is asked to report only the one in which its membership is concentrated. In a relatively small number of cases, the industry was not reported;

in addition, a number of locals indicated that their members were dispersed throughout several locations in different areas or provinces. These locals and their membership are classified separately in the tables.

Distribution by industry

Table 1 gives the distribution of union membership by industry on the basis of the DBS Standard Industrial Classification (1960). **The data are shown, for the most part, on the "major group" level of industry. In those classifications for which additional useful detail was provided, care has been taken to adhere to combinations of recognized industrial subgroups.** For the railway industry, which is not further subdivided in the standard classification system, subtotals are provided to show the division of membership between the operating and non-operating sectors.

The information in Table 2 supplements that provided in Table 1. It lists, in alphabetical order, the names of the international and national unions and the independent local organizations that account for more than one tenth of the organized workers within each of the industry groups. All organizations active within any particular industry group are thus not necessarily shown, but only those having more than 10 per cent of the union membership reported in the group.

In Table 3, union membership is shown by provinces, and Table 4 provides a breakdown of union membership according to the geographic areas served by Canada Manpower Centres. These areas are based on the geographical classification used in the 1966 Census and in most cases respect the boundaries of Census subdivisions; in a few cases they follow the boundaries of Census enumeration areas. The statistics in Table 4 are therefore not comparable, in all cases, with figures by labour market area published in earlier years.

At the beginning of 1970, there were 9,593 union locals in Canada with a total membership of more than two million. Survey returns were received from a large proportion of these locals; the number that did not reply to the survey is shown in Tables 1 and 3. An adjustment entry in these tables indicates the difference between the total membership based on the union headquarters survey and the membership reported by the responding local unions.

The information for this analysis of union membership was obtained by the Labour Organizations Division, Economics and Research Branch, Canada Department of Labour, from local union secretaries. Their co-operation is gratefully acknowledged.

Table 1—Union Membership by Industry*

	Locals	Member- ship
AGRICULTURE	6	177
FORESTRY†	36	40,334
FISHING AND TRAPPING	16	2,118
MINES	143	50,255
Metals	82	35,799
Mineral fuels	23	6,196
Non-metal	24	7,620
Quarries	11	607
Incidental services	3	33
MANUFACTURING	2,769	768,862
Food	333	75,074
Beverages	76	12,291
Tobacco products	18	5,756
Rubber	45	14,904
Leather	65	12,671
Textiles	146	32,951
Knitting mills	21	2,622
Clothing	113	49,345
Wood	107	39,973
Furniture and fixtures	69	13,813
Paper	340	82,705
Printing and publishing	169	26,528
Primary metals	161	76,214
Metal fabricating	254	43,516
Machinery	124	28,957
Transportation equipment	169	122,819
Electrical products	172	65,298
Non-metallic mineral products	146	22,872
Petroleum and coal products	25	3,723
Chemical products	137	24,613
Miscellaneous manufacturing	79	12,217

Table 1—Union Membership by Industry*

	Locals	Member- ship
CONSTRUCTION	506	238,058
TRANSPORTATION AND UTILITIES	2,217	362,935
Air transport and incidental services	106	17,059
Water transport and incidental services	131	32,965
Railway transport	927	100,385
Running trades	—	39,169
Non-operating employees	—	61,216
Truck transport	59	41,124
Buses and streetcars	58	22,223
Other transport	15	1,251
Storage	26	4,341
Communication	780	96,371
Power, gas and water	115	47,219
TRADE	209	87,250
FINANCE	9	1,892
SERVICE INDUSTRIES	945	224,305
Education	314	36,277
Health and welfare	385	121,409
Religious organizations	2	41
Recreational service	83	30,232
Services to business	13	3,069
Personal services	120	29,873
Miscellaneous services	28	3,404
PUBLIC ADMINISTRATION	1,765	322,379
Federal administration	947	124,822
Provincial administration	178	110,925
Local administration	639	85,919
Other	1	713
INDUSTRY NOT REPORTED	29	3,368
ADJUSTMENT ENTRY††	—	71,171
NO RETURN	720	—
TOTALS	9,370	2,173,107

*Based on DBS Standard Industrial Classification (1960) (DBS Cat No. 12-501).

†Includes some sawmilling.

††This entry represents the difference between total membership as reported in the survey of union head-quarters and the total obtained in the survey of local unions.

Table 2—Union Representation Within Industry Groups, 1970

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)
AGRICULTURE	Agriculture Union—PSAC—(CLC) CLC Directly Chartered
FORESTRY	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC) Woodworkers' Federation—UCC—(Ind.)
FISHING AND TRAPPING	Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)
MINES	
Metal	Steelworkers (AFL-CIO/CLC)
Mineral fuels	Mine Workers (CLC)
Non-metal	Metallurgists, Mines and Chemical Workers Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Quarries	Cement Workers (AFL-CIO/CLC) District 50-A.T.W. (Ind.) Steelworkers (AFL-CIO/CLC)
Incidental services	Steelworkers (AFL-CIO/CLC)
MANUFACTURING	
Food	Bakery Workers (CLC) Food Workers (AFL-CIO/CLC) Teamsters (Ind.)
Beverages	Brewery Workers (AFL-CIO/CLC) Distillery Workers (AFL-CIO/CLC)
Tobacco Products	Tobacco Workers (AFL-CIO/CLC)
Rubber	Rubber Workers (AFL-CIO/CLC)
Leather	Clothing Workers Federation (CNTU) Food Workers (AFL-CIO/CLC) Leather and Plastic Workers (AFL-CIO/CLC)
Textiles	Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Knitting Mills	Clothing Workers Federation (CNTU) Textile Workers Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Clothing	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies' Garment Workers (AFL-CIO/CLC)
Wood	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Furniture and fixtures	Building and Woodworkers Federation (CNTU) Upholsterers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Paper	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC)
Printing and Publishing	Bookbinders (AFL-CIO/CLC) Lithographers and Photoengravers (AFL-CIO/CLC) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC)

Table 2—Union Representation Within Industry Groups, 1970

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)
Primary metals	Metallurgists, Miners and Chemical Workers Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Metal fabricating	Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Machinery	Auto Workers (CLC) Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC) Auto Workers (CLC)
Transportation equipment	
Electrical products	I.B.E.W. (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)
Non-metallic mineral products	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC)
Petroleum and coal products	Independent Local Organizations Oil Workers (AFL-CIO/CLC)
Chemical products	Chemical Workers (AFL-CIO/CLC) District 50 A.T.W. (Ind.) Oil Workers (AFL-CIO/CLC)
Miscellaneous Manufacturing	Auto Workers (CLC)
CONSTRUCTION	Carpenters (AFL-CIO/CLC) I.B.E.W. (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
TRANSPORTATION AND UTILITIES	
Air transport and incidental services	Air Line Flight Attendants (CLC) Machinists (AFL-CIO/CLC)
Water transport and incidental services	I.L.A. (AFL-CIO/CLC) Seafarers (AFL-CIO/CLC) Longshoremen and Warehousemen (CLC) Merchant Service Guild (CLC) Railway Transport and General Workers (CLC)
Railway Transport	
Running trades	United Transportation Union (AFL-CIO/CLC)
Non-operating employees	Maintenance of Way (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway Transport and General Workers (CLC) Railway Carmen (AFL-CIO/CLC)

Table 2—Union Representation Within Industry Groups, 1970

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)	
Truck transport	Teamsters (Ind.)	
Buses and streetcars	Public Service Employees Federation (CNTU)	
Other transport	Transit Union (AFL-CIO/CLC)	
	B.C. Government Employees (CLC)	
	Teamsters (Ind.)	
Storage	Brewery Workers (AFL-CIO/CLC)	
	Railway Clerks (AFL-CIO/CLC)	
	Saskatchewan Wheat Pool Employees (CLC)	
Communication	Canadian Telephone Employees (Ind.)	
	Letter Carriers (CLC)	
	Postal Workers (CLC)	
Power, gas and water	I.B.E.W. (AFL-CIO/CLC)	
	Office Employees (AFL-CIO/CLC)	
	Public Employees (CLC)	
TRADE	Food Workers (AFL-CIO/CLC)	
	Retail Clerks (AFL-CIO/CLC)	
	Retail Wholesale Employees (AFL-CIO/CLC)	
FINANCE	Commerce and Office Employees Federation (CNTU)	
	Office Employees (AFL-CIO/CLC)	
SERVICE INDUSTRIES		
Education	Public Employees (CLC)	
	Public Service Employees Federation (CNTU)	
Health and Welfare	Public Employees (CLC)	
	Service Employees Federation (CNTU)	
	Service Employees Int. Union (AFL-CIO/CLC)	
Religious organizations	Service Employees Federation (CNTU)	
Recreational services	Actor Equity (AFL-CIO/CLC)	
	Musicians (AFL-CIO/CLC)	
Service to business	Research Council Employees (Ind.)	
Personal services	Hotel Employees (AFL-CIO/CLC)	
Miscellaneous services	Office Employees (AFL-CIO/CLC)	
	Service Employees Int. Union (AFL-CIO/CLC)	
PUBLIC ADMINISTRATION		
Federal administration	National Component, P.S.A.C. (CLC)	
	Union of National Defence Employees, P.S.A.C. (CLC)	
Provincial administration	Alberta Civil Service (Ind.)	
	Ontario Civil Service (Ind.)	
	Québec Government Employees (CNTU)	
Local administration	Fire Fighters (AFL-CIO/CLC)	
	Public Employees (CLC)	
Other Government offices	Independent Local-Foreign Service Officers	

Table 3—Union Membership, by Province, 1970

Province	Number of Locals	Locals Responding	
		Number	Membership
Newfoundland	166	146	24,83
Prince Edward Island	50	50	3,37
Nova Scotia	459	448	60,45
New Brunswick	419	401	53,21
Québec	2,665	2,301	587,22
Ontario	3,214	2,961	801,21
Manitoba	430	416	83,83
Saskatchewan	399	379	54,32
Alberta	537	530	112,30
British Columbia	932	922	273,99
Yukon & N.W. Territories	29	26	3,29
Two or more provinces*	70	70	43,86
Adjustment entry†			71,17
	9,370	8,650	2,173,107

*Includes membership of Seafarers, Transportation-Communication Employees, United Telegraph Workers and Actors' Equity.

†Represents difference between total membership as reported by union headquarters and that reported in the survey of local unions.

Table 4—Union Membership by Canada Manpower Centre Area, 1970 (Cont.)

Canada Manpower Centre Area	Locals	Membership	Areas Under 1,000 Members
NEWFOUNDLAND			
Corner Brook	31	2,871	
Grand Falls	35	7,133	
St. John's	80	11,202	
Wabush	9	1,652	
Two or more areas . .	11	1,973	
PRINCE EDWARD ISLAND			
Charlottetown	35	2,378	Summerside
NOVA SCOTIA			
Amherst	22	1,492	
Bridgewater	15	1,542	
Halifax	120	25,197	
Darmouth	30	2,243	
Kentville	33	1,708	Liverpool
New Glasgow	49	5,614	
Port Hawkesbury . . .	16	1,807	
Sydney	59	9,181	
Glace Bay	23	3,245	
North Sydney	19	1,742	
Truro	20	1,041	
Yarmouth	26	1,367	
Two or more areas . .	17	3,427	
NEW BRUNSWICK			
Bathurst	39	4,896	
Campbellton	36	4,831	
Edmunston	23	2,025	Minto
Fredericton	49	4,242	St. Stephen
Moncton	85	9,998	Sussex
Newcastle	25	2,389	Woodstock
Saint John	108	15,710	
Two or more areas . .	18	6,800	
QUÉBEC			
Alma	29	3,178	
Asbestos	7	2,055	
Baie Comeau	41	4,501	
Beauharnois	20	1,796	Cap-aux-Meules
Buckingham	16	1,535	Causapscal
Chicoutimi	41	7,648	Chandler
Cowansville	11	2,339	Forestville
Dolbeau	26	1,010	
Drummondville	40	4,938	
Farnham	15	1,394	
Gaspé	16	4,197	
Granby	58	6,240	
Hull	64	6,792	
Joliette	60	5,684	
Jonquière	46	8,771	
Lachute	16	2,059	Lac Mégantic
La Malbaie	16	1,960	Louiseville
La Tuque	16	2,027	Maniwaki
Lévis	37	2,795	Matane
Magog	8	1,848	Mont-Laurier
Montmagny	16	1,917	New Richmond
Montréal	787	298,951	Ste Agathe des Monts

Table 4—Union Membership by Canada Manpower Centre Area, 1970 (Cont.)

Canada Manpower Centre Area	Locals	Membership	Areas Under 1,000 Members
Laval			
Plessisville	10	2,133	
Pointe-Claire	10	1,122	
Port Alfred	25	2,269	
Québec	16	1,284	
Rimouski	229	40,962	
Rivière-du-Loup . . .	32	3,954	
Roberval	36	1,803	
Rouyn	30	2,661	
Sept-Iles	53	4,917	
Shawinigan	27	3,926	
Sherbrooke	55	6,837	
Sorel	106	14,339	
Ville St. Georges . . .	48	8,693	
St-Hyacinthe	19	2,241	
St-Jean	53	8,279	
St-Jérôme	71	7,000	
Ste-Thérèse	32	3,187	
Thetford Mines	30	4,097	
Trois-Rivières	43	4,473	
Val d'Or	81	13,314	
Valleyfield	57	3,525	
Victoriaville	34	4,148	
Two or more areas . .	41	5,800	
ONTARIO			
Barrie	53	5,802	
Belleville	26	2,565	Arnprior
Brampton	43	5,558	Bracebridge
Brantford	59	9,672	
Brockville	65	11,755	
Chatham	19	2,430	Carleton Place
Cobourg	23	4,634	
Collingwood	26	2,592	
Cornwall	14	2,126	
Elliot Lake	48	6,151	
Fort Erie	13	1,861	
Fort Frances	19	1,647	
Fort William	23	2,098	
Galt	55	8,927	
Guelph	64	6,755	Gananoque
Hamilton	58	6,928	Goderich
	208	61,389	Hawkesbury

**Table 4—Union Membership by Canada
Manpower Centre Area, 1970 (Cont.)**

Canada Manpower Centre Area	Locals	Membership	Areas Under 1,000 Members
Kapuskasing	16	2,047	
Kenora	39	3,546	
Kingston	50	9,647	
Kirkland Lake	17	1,621	
Kitchener	80	17,311	
Leamington	9	1,071	Listowel
Lindsay	15	1,086	
London	118	26,685	
Midland	19	1,175	
Newmarket	20	1,596	Napanee
Niagara Falls	44	5,333	New Liskeard
North Bay	43	3,454	
Oakville	36	10,507	Orillia
Oshawa	72	24,946	
Ottawa	163	42,542	
Owen Sound	25	2,420	
Pembroke	34	3,358	Parry Sound
Peterborough	64	10,267	Perth
Port Arthur	42	4,316	Pictou
Port Colborne	17	2,370	
Prescott	15	1,840	
Renfrew	14	1,094	
Sarnia	45	12,309	Sturgeon Falls
Sault Ste. Marie	65	13,574	Tillsonburg
Simcoe	20	1,572	
Smiths Falls	22	1,452	
St. Catharines	87	21,675	
St. Thomas	41	6,472	
Stratford	34	2,751	
Sudbury	78	28,083	
Timmins	46	4,969	
Toronto	629	265,880	
Trenton	27	1,923	
Walkerton	7	1,652	
Wallaceburg	9	1,855	
Welland	36	8,218	
Windsor	95	36,422	
Woodstock	29	4,507	
Two or more areas	94	64,179	

MANITOBA

Brandon	36	3,582	Dauphin
Flin Flon	13	2,445	Morden
Gillam	9	1,101	Steinbach
Portage la Prairie	16	1,208	
Selkirk	25	2,206	
The Pas	20	4,792	
Winnipeg	276	61,535	
Two or more areas	13	5,769	

SASKATCHEWAN

Moose Jaw	34	2,891	Estevan
Prince Albert	45	4,449	Lloydminster
Regina	102	19,194	North Battleford
Saskatoon	113	15,037	Weyburn
Swift Current	12	1,187	
Yorkton	25	1,706	
Two or more areas	23	7,700	

**Table 4—Union Membership by Canada
Manpower Centre Area, 1970 (Cont.)**

Canada Manpower Centre Area	Locals	Membership	Areas Under 1,000 Members
ALBERTA			
Calgary	148	34,059	Blairmore
Edmonton	184	51,769	Drumheller
Edson	17	1,545	Fort Murray
Lethbridge	49	4,311	Grande Prairie
Medicine Hat	34	2,907	Lloydminster
Red Deer	28	2,978	Peace River
Two or more areas	23	11,550	Stettler
BRITISH COLUMBIA			
Abbotsford	17	1,087	
Burnaby	8	2,205	
Chilliwack	15	1,376	
Courtenay	13	1,154	
Campbell River	16	2,393	
Cranbrook	32	3,364	Dawson Creek
Duncan	11	5,652	Fort St. John
Kamloops	40	5,164	
Kelowna	14	3,367	
Nanaimo	22	3,167	
Nelson	18	1,606	
New Westminster	57	16,545	
Penticton	24	2,781	
Port Alberni	13	5,945	
Powell River	11	2,375	
Prince George	46	8,447	
Prince Rupert	33	3,494	Quesnel
Revelstoke	17	4,139	
Trail	18	3,571	
Terrace	21	3,342	
Vancouver	268	131,092	Vernon
Victoria	103	19,153	White Rock
Two or more areas	70	39,846	Williams Lake
YUKON-NORTHWEST TERRITORIES			
Whitehorse	16	1,586	
Yellowknife	10	1,209	

Statistics Section

Labour Statistics

Labour Statistics			Percentage Change	
			From	
Principal Items	Date	Amount	Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended April 17, 1971		8,396	+ 0.7	+ 2.4
Employed.....		7,737	+ 0.7	+ 1.1
Agriculture.....		502	+15.1	+ 4.4
Non-agriculture.....		7,235	- 0.2	+ 0.9
Paid workers.....		6,685	—	+ 0.7
At work 35 hours or more.....		5,284	-13.7	-13.9
At work less than 35 hours.....		2,067	+59.9	+61.7
Employed but not at work.....		386	+44.6	+62.2
Unemployed.....		659	+ 1.4	+21.1
Atlantic.....		75	+ 7.1	+13.6
Québec.....		234	- 0.8	+15.3
Ontario.....		205	+ 6.8	+41.4
Prairie.....		73	- 7.6	+ 1.4
British Columbia.....		72	- 1.4	+24.1
Without work and seeking work.....		621	+ 1.3	+24.4
On temporary layoff up to 30 days.....		39	+ 5.4	-13.3
INDUSTRIAL EMPLOYMENT (1961 = 100)†.....				
Manufacturing employment (1961 = 100)†.....	March	(data unavailable at press time)		
IMMIGRATION.....				
Destined to the labour force.....	Year 1970	123.2	- 1.5	- 1.0
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	Year 1970	119.8	+ 0.2	- 2.2
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	May	72	-12.2	-37.9
No. of workers involved.....	May	10,284	-54.2	-86.3
Duration in man days.....	May	104,870	-32.0	-89.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†.....	March	(data unavailable at press time)		
Average hourly earnings (mfg.)†.....	March	(data unavailable at press time)		
Average weekly hours paid †.....	March	(data unavailable at press time)		
Average weekly wages (mfg.)†.....	March	(data unavailable at press time)		
Consumer price index (1961 = 100).....	April	132.7	+ 0.7	+ 1.9
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡....	February	(data unavailable at press time)		
Total labour income (Millions of dollars)†.....	March	4,032.3	+ 1.1	+ 7.3
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100).....	April	171.2	- 0.8	+ 0.3
Manufacturing.....	April	167.5	- 0.5	- 1.6
Durables.....	April	189.4	- 0.8	- 2.7
Non-durables.....	April	150.1	- 0.3	- 0.3
NEW RESIDENTIAL CONSTRUCTION**				
Starts.....	April	16,597	+80.3	-67.2
Completions.....	April	11,316	+ 1.6	-25.9
Under construction.....	April	123,178	+ 4.4	-24.3

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A—Labour Force

Table A-1—Regional Distribution, Week Ended April 17, 1971

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
	(in thousands)					
THE LABOUR FORCE.....	8,396	644	2,336	3,175	1,356	885
Men.....	5,655	449	1,596	2,079	928	603
Women.....	2,741	195	740	1,096	428	282
14-19 years.....	791	63	218	278	152	80
20-24 years.....	1,276	131	395	428	202	121
25-44 years.....	3,626	242	1,033	1,418	537	396
45-64 years.....	2,511	194	646	978	427	268
65 years and over.....	191	14	45	74	38	20
EMPLOYED.....	7,737	569	2,102	2,970	1,283	813
Men.....	5,146	384	1,402	1,932	876	552
Women.....	2,591	185	700	1,038	407	261
Agriculture.....	502	22	98	141	218	23
Non-agriculture.....	7,235	547	2,004	2,829	1,064	790
Paid Workers.....	6,685	498	1,842	2,638	982	724
Men.....	4,314	328	1,208	1,669	623	485
Women.....	2,371	171	633	969	360	239
UNEMPLOYED.....	659	75	234	205	73	72
Men.....	509	65	194	147	52	51
Women.....	150	10	40	58	21	21
PERSONS NOT IN LABOUR FORCE.....	6,913	755	2,010	2,358	1,093	697
Men.....	1,928	244	545	651	304	184
Women.....	4,985	511	1,465	1,707	789	513

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended April 17, 1971

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
(in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*	15,309	2,537	4,291	1,265	4,418	1,198	1,600
LABOUR FORCE.....	8,396	791	4,062	994	1,549	809	191
Employed.....	7,737	661	3,809	836	1,484	767	180
Unemployed.....	659	130	253	158	65	42	11
NOT IN LABOUR FORCE.....	6,913	1,746	229	271	2,869	390	1,409
PARTICIPATION RATE†							
1971—April 17.....	54.8	31.2	94.7	78.6	35.1	67.5	11.9
March 20.....	54.5	29.7	94.6	78.3	35.1	67.9	11.8
UNEMPLOYMENT RATE‡							
1971—April 17.....	7.8	16.4	6.2	15.9	4.2	5.2	5.8
April 20.....	7.8	16.1	6.6	15.6	3.9	4.7	5.3

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

† The labour force as a percentage of the population of 14 years of age and over.

‡ The unemployed as a percentage of the labour force.

**Less than 10,000 unemployed.

Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended April 17, 1971

	April 1971	March 1971	April 1970
(in thousands)			
TOTAL UNEMPLOYED	659	650	544
On temporary layoff up to 30 days	39	37	45
Without work and seeking work	621	613	499
Seeking:			
Full-time work	588	589	472
Part-time work	32	24	27
Under 1 month	110	96	109
1-3 months	169	209	162
4-6 months	190	182	151
More than 6 months	152	126	78

Source: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry††

Year and Month	Monthly Totals								Totals††
	Mining	Manu- facturing	Transportation Communi- cation and Public Utilities**	Forestry	Con- struction	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
	(millions of dollars)								
1966—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1970—Total.....	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	47,043
1970—March.....	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758.9
April.....	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790.0
May.....	92.3	988.0	406.5	32.5	254.4	494.4	1,352.2	211.2	3,865.4
June.....	94.7	1,013.9	415.5	38.2	296.3	507.2	1,381.2	207.9	3,994.8
July.....	95.6	990.2	420.6	42.9	298.3	501.3	1,381.1	208.8	3,992.4
August.....	96.8	1,010.3	424.6	44.6	328.1	494.3	1,382.6	209.1	4,043.2
September.....	95.8	1,011.1	425.0	45.8	333.7	503.8	1,394.9	205.4	4,060.6
October.....	97.0	1,006.5	427.6	45.6	332.5	510.5	1,409.7	205.4	4,063.1
November*.....	96.6	999.6	436.9	42.1	307.0	519.8	1,420.2	213.4	4,064.3
December†.....	95.3	982.6	425.5	32.8	253.3	528.1	1,433.6	194.8	3,970.6
1971—January.....	96.5	996.6	411.9	32.6	243.4	502.0	1,425.0	184.4	3,913.7
February†.....	95.9	1,015.7	410.6	33.1	247.7	502.3	1,438.7	224.1	3,989.2
March†.....	97.2	1,023.9	418.0	28.2	255.5	509.4	1,450.6	225.9	4,032.3
Seasonally Adjusted									
1966—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1970—Total.....	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	47,043
1970—March.....	91.1	980.9	401.9	44.2	287.3	494.8	1,323.8	200.1	3,856.7
April.....	92.0	981.9	406.9	44.4	273.8	495.0	1,340.0	200.1	3,866.7
May.....	92.7	981.8	406.2	34.7	263.7	493.7	1,344.3	199.5	3,849.4
June.....	92.9	998.9	405.8	34.1	271.2	496.3	1,361.3	201.2	3,894.6
July.....	94.1	991.0	407.6	35.5	265.1	494.0	1,383.2	201.1	3,904.3
August.....	95.8	1,000.6	408.6	36.6	283.7	494.8	1,382.1	203.5	3,939.5
September.....	96.4	989.5	413.6	36.9	289.6	503.6	1,392.1	204.6	3,959.9
October.....	97.7	993.3	422.1	38.4	298.5	507.9	1,405.3	207.4	4,004.6
November.....	96.8	993.9	432.7	37.4	293.6	510.7	1,415.4	207.0	4,021.7
December.....	96.9	1,004.2	428.3	36.2	293.7	518.6	1,435.9	208.9	4,056.4
1971—January†.....	97.2	1,017.1	425.5	36.9	290.1	513.4	1,439.9	211.9	4,067.2
February†.....	95.1	1,032.9	429.2	37.6	295.3	516.3	1,456.3	214.3	4,111.2
March†.....	95.9	1,032.6	434.4	37.8	299.3	521.1	1,461.3	215.5	4,132.2

* Revised. † Preliminary. ‡ Advance.

** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based on the 1960 standard industrial classification.

Note: Monthly figures may not add to annual totals because of rounding.

Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at January 1971 employers in the principal non-agricultural industries reported a total employment of 3,814,242. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
AVERAGE						
1965.....	114.3	116.3	91.01	117.2	116.2	94.78
1966.....	120.7	123.1	96.34	123.5	122.8	100.16
1967.....	122.6	131.4	102.83	123.1	130.6	106.54
1968.....	122.7	140.4	109.88	122.1	140.3	114.42
1969.....	126.9	150.3	117.63	125.2	150.7	122.93
1970—January.....	124.4	157.3	123.08	122.5	158.5	129.28
February.....	124.3	158.7	124.14	122.6	159.6	130.17
March.....	124.2	158.2	123.79	122.6	159.5	130.08
April.....	124.5	160.4	125.53	122.3	161.2	131.43
May.....	126.7	161.0	126.07	122.8	162.3	132.39
June.....	129.6	162.5	127.17	125.5	163.3	133.42
July.....	128.6	162.3	127.02	122.1	161.7	131.83
August.....	130.9	163.7	128.11	126.4	163.2	133.05
September.....	129.6	164.8	128.94	123.7	164.3	133.95
October.....	129.0	166.4	130.22	122.5	166.4	135.69
November.....	127.7	166.0	129.84	120.7	167.2	136.37
December*.....	125.1	162.9	127.42	119.6	165.7	135.13
1971—January†.....	123.0	167.2	130.82	119.2	169.4	138.14

* Revised. † Preliminary.

† Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	January 1971	December 1970	January 1970	January 1971	December 1970	January 1970
	(1961 = 100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	111.6	113.9	112.0	112.61	107.65	103.51
Newfoundland.....	112.5	113.6	111.3	121.39	118.44	113.61
Prince Edward Island.....	122.3	128.1	117.6	87.64	84.36	84.91
Nova Scotia.....	108.8	110.8	112.5	109.93	103.42	99.51
New Brunswick.....	113.3	116.5	111.5	112.49	107.98	103.51
Québec.....	115.2	116.7	116.4	125.78	123.11	119.31
Ontario.....	128.7	131.4	129.6	135.43	131.48	127.11
Prairie Region.....	120.8	122.9	123.0	124.98	121.80	117.31
Manitoba.....	113.8	114.7	115.3	117.55	116.53	111.31
Saskatchewan.....	107.7	111.3	109.0	116.27	115.02	111.91
Alberta.....	132.1	134.6	135.3	133.29	127.88	123.51
British Columbia.....	133.6	137.9	137.3	143.04	139.40	134.81
CANADA.....	123.0	125.4	124.4	130.82	127.31	123.01
URBAN AREAS						
St. John's.....	127.7	133.7	127.8	101.62	98.01	97.47
Halifax.....	115.8	117.6	124.1	111.22	106.02	100.73
Sydney.....	86.4	90.2	88.7	117.40	112.54	108.53
Moncton.....	130.7	140.0	126.7	103.82	99.21	97.76
Saint John.....	114.6	113.4	113.6	114.23	107.14	99.85
Chicoutimi.....	110.3	113.3	107.7	149.06	147.24	136.79
Montreal.....	117.9	119.5	119.5	129.55	125.57	121.75
Québec.....	121.1	124.1	117.7	112.35	110.81	106.19
Shawinigan.....	92.8	97.8	90.4	126.85	134.28	124.72
Sherbrooke.....	109.0	109.3	113.2	110.72	109.50	103.42
Trois-Rivières.....	108.5	111.1	104.8	117.93	119.00	116.42
Ottawa-Hull.....	138.6	141.6	136.1	122.87	118.95	115.99
Belleville.....	125.4	125.2	126.4	116.80	110.41	106.59
Brampton.....	284.4	298.5	279.3	129.70	127.69	124.95
Brantford.....	124.8	126.4	132.5	123.32	118.38	115.94
Thunder Bay.....	123.4	128.5	121.0	128.62	128.29	119.98
Guelph.....	135.1	136.9	141.0	124.84	119.16	117.05
Hamilton.....	122.4	124.7	122.3	141.01	137.13	130.76
Kingston.....	118.1	121.6	124.7	126.50	121.81	119.96
Kitchener.....	150.7	152.7	154.8	118.67	112.60	111.58
London.....	121.4	123.3	122.5	121.25	120.09	118.24
Niagara Falls.....	110.3	112.4	102.2	128.95	128.88	120.77
Oshawa.....	134.3	136.1	138.8	171.59	153.89	141.02
Peterborough.....	138.5	142.5	142.5	130.06	132.53	125.60
Sarnia.....	126.5	130.2	140.9	164.91	160.17	157.21
Sault Ste. Marie.....	123.0	125.9	114.5	154.82	157.54	146.25
Sudbury.....	132.2	134.6	123.4	153.66	160.93	155.86
St. Catharines.....	137.2	138.4	132.9	161.17	147.98	135.72
Timmins.....	70.3	71.0	69.3	123.48	118.03	114.67
Toronto.....	131.9	134.6	133.2	137.54	133.56	128.39
Welland.....	111.6	110.6	111.7	155.09	148.62	144.49
Windsor.....	149.9	153.0	147.9	147.18	139.16	143.58
Winnipeg.....	117.3	118.6	119.6	111.49	109.50	104.94
Regina.....	114.5	119.6	114.6	113.44	109.54	107.27
Saskatoon.....	123.2	125.5	129.8	109.11	108.59	108.31
Calgary.....	140.9	144.4	145.6	130.43	127.18	121.63
Edmonton.....	138.2	140.4	143.1	123.75	120.49	117.62
Vancouver.....	135.6	141.4	141.1	140.00	135.97	130.94
Victoria.....	123.2	130.2	133.8	122.26	119.77	116.19

* Latest figures subject to revision.

Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

There will be no C-3 table this month. Information for this table was not available from the Dominion Bureau of Statistics at press

time. The table will reappear in the September number of The Labour Gazette.

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	January 1971	December 1970	January 1970	January 1971	December 1970	January 1970
	(1961 = 100)			\$	\$	\$
MINING, INCLUDING MILLING	114.4	113.8	111.6	170.47	168.27	160.51
Metals.....	105.8	105.7	102.5	168.22	169.27	160.74
Mineral fuels.....	109.0	108.6	103.5	185.56	179.36	170.21
Non-metals except fuels.....	132.6	132.4	129.2	153.66	153.43	145.94
Quarries and sand pits.....	81.3	91.3	87.6	131.60	126.11	129.54
Services incidental to mining.....	177.9	168.3	180.3	182.55	173.30	167.29
MANUFACTURING	119.2	119.7	122.5	138.14	135.10	129.28
Durable goods.....	129.5	130.1	134.4	148.55	144.76	138.44
Non-durable goods.....	110.9	111.2	112.8	128.32	125.96	120.44
Food and beverages.....	100.2	101.4	100.7	124.62	122.68	115.98
Foods.....	99.5	100.1	100.0	121.02	118.38	112.21
Beverages.....	104.9	109.6	104.9	146.21	147.55	138.72
Tobacco processing and products.....	100.7	101.0	106.6	140.11	137.30	131.02
Rubber products.....	110.3	107.3	119.3	138.72	132.93	133.99
Leather products.....	91.4	89.7	93.1	90.46	83.68	84.22
Textile products.....	113.6	113.8	115.9	113.50	110.10	108.64
Knitting mills.....	108.2	107.5	114.2	86.51	78.94	82.96
Clothing.....	108.6	106.4	110.1	83.79	75.63	80.94
Wood products.....	105.1	105.3	106.7	127.20	122.27	117.40
Furniture and fixtures.....	120.3	122.4	132.8	109.34	105.24	105.96
Paper and allied industries.....	118.8	121.3	119.2	160.65	162.56	149.86
Printing, publishing and allied industries.....	114.9	115.1	115.9	139.88	137.27	132.73
Primary metal industries.....	128.0	128.3	128.6	163.54	166.53	153.58
Metal fabricating industries.....	129.6	129.0	133.6	142.99	136.13	135.79
Machinery, except electrical.....	146.3	146.3	154.5	159.93	155.21	154.31
Transportation equipment.....	143.0	142.7	147.1	162.75	158.28	150.03
Electrical products.....	139.4	140.4	148.8	141.21	136.06	129.85
Non-metallic mineral products.....	107.2	112.1	112.5	145.56	142.76	135.27
Petroleum and coal products.....	102.7	102.9	102.9	198.54	199.48	183.15
Chemicals and chemical products.....	116.7	116.3	119.6	155.73	156.20	146.54
Miscellaneous manufacturing industries.....	146.7	148.2	152.1	119.73	115.71	109.81
CONSTRUCTION	96.4	98.6	102.8	172.04	147.41	160.48
Building.....	111.9	111.2	120.1	171.00	145.96	158.99
Engineering.....	69.7	77.1	73.0	174.93	150.98	164.69
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	110.8	113.1	108.8	145.55	145.04	137.09
Transportation.....	103.4	105.1	103.0	143.34	143.24	134.91
Storage.....	105.4	109.8	103.2	133.15	133.26	123.51
Communication.....	129.3	133.3	121.4	138.97	139.03	130.75
TRADE	136.3	145.8	137.3	103.21	101.75	97.45
Wholesale trade.....	131.1	131.2	131.8	132.08	129.71	123.91
Retail trade.....	139.1	153.8	140.4	88.30	88.69	83.84
FINANCE, INSURANCE AND REAL ESTATE	143.7	143.8	142.5	125.29	123.70	118.09
Financial institutions.....	147.4	147.4	147.7	123.24	122.31	115.88
Insurance and real estate.....	138.7	138.9	135.4	128.23	125.67	121.33
SERVICE	173.9	174.6	169.9	94.12	92.00	88.63
Recreational services.....	150.4	147.7	140.6	82.01	80.04	79.58
Business services.....	192.7	192.8	191.4	149.29	146.56	139.19
Personal services.....	155.9	157.9	154.9	68.51	67.66	65.02
Miscellaneous services.....	226.1	225.7	212.7	96.14	92.34	89.41
INDUSTRIAL COMPOSITE	123.0	125.4	124.4	130.82	127.31	123.08

* Latest figures subject to revision.

Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1971	Dec. 1970	Jan. 1970	Jan. 1971	Dec. 1970	Jan. 1970	Jan. 1971	Dec. 1970	Jan. 1970
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING.....	39.9	39.9	41.4	3.92	3.84	3.59	156.63	153.08	148.72
Metals.....	38.2	39.7	40.6	4.06	3.94	3.71	155.10	156.48	150.82
Mineral fuels.....	43.2	41.7	43.2	3.69	3.53	3.29	159.14	147.08	142.15
Non-metals, except fuels.....	40.6	41.4	41.4	3.60	3.53	3.31	146.14	145.85	137.19
Quarries and sand pits.....	39.4	36.9	40.9	3.15	3.15	2.98	124.40	116.27	122.00
Services incidental to mining.....	44.0	38.4	43.7	4.09	4.21	3.76	179.89	161.58	164.07
MANUFACTURING.....	38.9	38.0	39.8	3.19	3.17	2.92	124.09	120.53	116.30
Durable goods.....	39.1	38.5	40.0	3.46	3.40	3.15	135.14	130.93	126.23
Non-durable goods.....	38.8	37.5	39.5	2.92	2.94	2.69	113.17	110.22	106.30
Food and beverages.....	38.6	37.9	39.2	2.91	2.89	2.65	112.03	109.50	103.76
Foods.....	38.5	37.9	39.2	2.82	2.79	2.56	108.58	105.66	100.40
Beverages.....	39.0	38.0	39.4	3.51	3.58	3.27	136.85	136.00	128.85
Tobacco processing and products.....	35.4	34.8	38.2	3.51	3.43	3.11	124.13	119.36	118.71
Rubber products.....	40.3	36.9	40.9	3.17	3.18	3.06	127.92	117.35	125.06
Leather products.....	38.9	34.7	39.4	2.12	2.13	1.95	82.59	73.86	76.85
Textile products.....	40.4	38.9	41.0	2.46	2.45	2.32	99.21	95.33	95.07
Miscellaneous textiles.....	38.3	35.9	40.0	2.69	2.68	2.54	102.79	96.17	101.43
Knitting mills.....	40.1	36.0	41.0	1.87	1.86	1.77	75.05	67.03	72.67
Clothing.....	36.0	31.5	37.2	2.07	2.07	1.97	74.45	65.12	73.13
Wood products.....	38.9	37.1	39.0	3.09	3.09	2.83	120.35	114.79	110.48
Furniture and fixtures.....	39.4	37.9	40.9	2.46	2.45	2.36	96.90	93.03	96.76
Paper and allied industries.....	40.3	41.5	41.0	3.71	3.70	3.38	149.52	153.40	138.56
Pulp and paper mills.....	40.8	42.9	41.4	4.01	4.02	3.66	163.42	172.16	151.28
Printing, publishing and allied industries.....	36.3	35.4	37.4	3.71	3.68	3.40	134.43	130.42	127.09
Primary metal industries.....	39.6	40.8	40.4	3.81	3.82	3.55	150.78	155.84	143.19
Iron and steel mills.....									
Metal fabricating industries.....	39.1	37.5	40.5	3.38	3.26	3.12	132.08	122.10	126.66
Machinery, except electrical.....	39.5	39.7	40.7	3.59	3.54	3.31	141.54	140.52	134.62
Transportation equipment.....	38.6	38.2	39.5	3.92	3.81	3.47	151.16	145.72	136.97
Aircraft and parts.....	39.6	39.3	42.3	3.69	3.66	3.48	146.25	143.64	147.15
Motor vehicles.....	38.2	38.4	38.6	4.08	3.93	3.57	155.87	151.20	137.81
Assembling.....	36.1	37.3	38.4	4.43	4.17	3.92	159.97	155.47	150.53
Parts and accessories.....	40.4	40.4	38.7	3.97	3.82	3.40	160.41	154.28	131.53
Shipbuilding and repairing.....	38.7	36.6	39.1	3.76	3.69	3.36	145.41	135.05	131.40
Electrical products.....	38.9	37.6	39.7	3.06	2.98	2.80	119.12	112.12	111.32
Communications equipment.....	38.1	37.7	39.8	2.90	2.82	2.75	110.59	106.13	109.21
Non-metallic mineral products.....	40.0	39.4	40.5	3.36	3.31	3.08	134.37	130.41	124.63
Petroleum and coal products.....	42.1	42.9	40.5	4.35	4.35	4.05	183.19	186.46	163.98
Chemical and chemical products.....	39.7	40.3	40.6	3.41	3.40	3.12	135.36	137.01	126.62
Miscellaneous manufacturing industries.....	39.5	37.3	39.5	2.54	2.54	2.36	100.30	94.57	93.05
CONSTRUCTION.....	36.9	30.7	38.7	4.58	4.49	4.06	169.07	137.68	157.04
Building.....	35.8	29.6	37.7	4.71	4.63	4.17	168.69	137.19	157.03
General contractors.....	36.5	29.3	37.3	4.46	4.38	4.09	162.76	128.28	152.49
Special trade contractors.....	35.4	29.8	37.9	4.88	4.79	4.22	172.62	143.05	160.11
Engineering.....	40.1	33.3	41.6	4.25	4.17	3.77	170.17	138.92	157.06
Highways, bridges and streets.....	40.9	34.2	40.4	3.44	3.42	3.13	140.39	117.16	126.35
Other engineering.....	39.6	32.6	42.5	4.80	4.75	4.18	189.78	154.95	177.37
OTHER INDUSTRIES.....	42.0	42.1	41.2	3.76	3.80	3.54	157.93	159.88	145.76
Urban transit.....	35.1	38.3	34.4	2.89	2.92	2.66	101.35	111.69	91.35
Highway and bridge maintenance.....	35.5	35.2	36.7	1.84	1.81	1.70	65.22	63.91	62.55
Laundries, cleaners and pressers.....	30.8	30.7	31.4	1.85	1.85	1.71	57.01	56.89	53.74
Hotels, restaurants and taverns.....									

Latest figures subject to revision.

Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		\$	\$		
Average					
1965.....	41.0	2.12	86.94	116.8	108.8
1966.....	40.8	2.25	91.65	123.1	110.5
1967.....	40.3	2.40	96.84	130.1	112.8
1968.....	40.3	2.58	104.00	139.7	116.2
1969.....	40.0	2.79	111.72	150.1	119.6
Last Pay Period in					
1970—January.....	39.8	2.92	116.30	156.2	121.4
February.....	40.0	2.93	117.36	157.6	122.3
March.....	39.5	2.96	117.14	157.3	121.3
April.....	39.8	2.99	118.84	159.6	123.2
May.....	40.0	2.99	119.69	160.8	123.8
June.....	40.1	3.01	120.65	162.1	124.2
July.....	39.3	3.00	118.06	158.6	121.5
August.....	39.9	3.02	120.57	161.9	124.4
September.....	40.1	3.02	121.16	162.7	124.9
October.....	40.1	3.06	122.67	164.8	126.4
November.....	39.9	3.09	123.30	165.6	127.6
December*.....	38.0	3.17	120.53	161.9	124.2
1971—January†.....	38.9	3.19	124.09	166.7	127.3

* Revised. † Preliminary.

Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS, Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Jan. 1971	Dec. 1970	Jan. 1970	Jan. 1971	Dec. 1970	Jan. 1970
				\$	\$	\$
Newfoundland.....	39.8	39.1	40.5	2.87	3.03	2.56
Nova Scotia.....	38.6	37.2	38.9	2.57	2.55	2.31
New Brunswick.....	42.0	40.2	40.8	2.72	2.77	2.49
Québec.....	39.6	38.3	40.8	2.81	2.82	2.60
Ontario.....	38.8	38.0	39.5	3.36	3.33	3.08
Manitoba.....	37.9	36.5	39.1	2.84	2.86	2.60
Saskatchewan.....	38.4	39.1	39.4	3.28	3.29	3.06
Alberta.....	39.2	38.3	39.1	3.35	3.31	3.05
British Columbia.....	37.1	36.4	37.6	3.93	3.94	3.62

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.

Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 149, February 1971 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1971—February.....	5,840,000	4,952,300	887,700
January.....	5,804,000	4,959,900	844,100
1970—December....	5,717,000	5,045,200	671,800
November.....	5,626,000	5,145,500	480,500
October.....	5,584,000	5,185,300	398,700
September.....	5,609,000	5,217,900	391,100
August.....	5,667,000	5,258,300	408,700
July.....	5,617,000	5,177,600	439,400
June.....	5,672,000	5,230,100	441,900
May.....	5,607,000	5,101,600	505,400
April.....	5,719,000	5,028,300	690,700
March.....	5,718,000	5,012,900	705,100
February.....	5,707,000	5,012,600	694,400

Table E-4—Benefit Payments, by Province, March 1971

Province	Weeks Paid	Amount of Benefit Paid*
Newfoundland.....	132,318	4,458,793
Prince Edward Island.....	30,855	950,321
Nova Scotia.....	165,662	5,465,655
New Brunswick.....	157,788	5,135,724
Québec.....	851,063	30,908,035
Ontario.....	1,045,979	37,724,444
Manitoba.....	163,907	5,864,989
Saskatchewan.....	102,197	3,533,119
Alberta.....	177,015	6,502,223
British Columbia.....	371,584	13,758,370
Total, Canada, March 1971.....	3,198,368	114,301,673
Total, Canada, February 1971.....	2,767,506	100,928,124
Total, Canada, March 1970.....	2,375,934	84,019,118

*Supplementary Unemployment Insurance Benefits not included.

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	March 1971			March 1970		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	222,012	173,003	49,009	202,764	145,885	56,879
Newfoundland.....	5,624	4,999	625	5,319	4,467	852
Prince Edward Island.....	1,542	1,168	374	1,061	884	177
Nova Scotia.....	6,857	5,679	1,178	6,226	5,248	978
New Brunswick.....	9,225	7,581	1,644	7,661	6,477	1,184
Québec.....	69,299	54,547	14,752	59,505	44,311	15,194
Ontario.....	73,844	57,182	16,662	78,844	49,885	28,959
Manitoba.....	8,568	7,007	1,561	6,684	5,621	1,063
Saskatchewan.....	6,455	5,347	1,108	5,642	4,694	948
Alberta.....	13,595	10,493	3,102	10,490	8,452	2,038
British Columbia.....	27,003	19,000	8,003	21,332	15,846	5,486

* In addition, revised claims received numbered 65,127.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at March 31, 1971.

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants March 31, 1970
		1-4	5-13	14-26	27 or more*	
Canada	856,502	192,817	269,979	290,303	103,403	705,145
Male.....	597,032	139,611	197,236	206,589	53,596	507,069
Female.....	259,470	53,206	72,743	83,714	49,807	198,076
NEWFOUNDLAND	34,830	5,303	12,744	13,986	2,797	31,029
Male.....	30,249	4,609	11,200	12,383	2,057	27,547
Female.....	4,581	694	1,544	1,603	740	3,482
PRINCE EDWARD ISLAND	7,129	1,079	2,056	3,676	318	6,114
Male.....	5,380	802	1,478	2,932	168	4,762
Female.....	1,749	277	578	744	150	1,352
NOVA SCOTIA	43,488	6,175	15,979	16,627	4,707	34,349
Male.....	34,576	4,822	13,235	13,524	2,995	27,402
Female.....	8,912	1,353	2,744	3,103	1,712	6,947
NEW BRUNSWICK	39,418	6,654	11,093	17,662	4,009	33,105
Male.....	29,809	5,291	8,862	13,180	2,476	25,074
Female.....	9,609	1,363	2,231	4,482	1,533	8,031
QUÉBEC	260,269	62,385	83,186	79,905	34,793	221,640
Male.....	186,399	46,671	63,418	57,486	18,824	167,626
Female.....	73,870	15,714	19,768	22,419	15,969	54,014
ONTARIO	261,257	62,073	82,141	84,717	32,326	222,859
Male.....	162,604	41,261	54,588	52,241	14,514	142,783
Female.....	98,653	20,812	27,553	32,476	17,812	80,076
MANITOBA	36,630	7,708	12,184	12,853	3,885	26,189
Male.....	26,033	5,451	8,767	9,900	1,915	18,859
Female.....	10,597	2,257	3,417	2,953	1,970	7,330
SASKATCHEWAN	27,029	5,151	8,021	11,375	2,482	24,393
Male.....	20,363	3,932	5,946	9,285	1,200	19,002
Female.....	6,666	1,219	2,075	2,090	1,282	5,391
ALBERTA	51,482	13,167	15,630	17,676	5,009	30,859
Male.....	37,380	9,966	11,511	13,507	2,396	23,109
Female.....	14,102	3,201	4,119	4,169	2,613	7,750
BRITISH COLUMBIA	94,970	23,122	26,945	31,826	13,077	74,608
Male.....	64,239	16,806	18,231	22,151	7,051	50,905
Female.....	30,731	6,316	8,714	9,675	6,026	23,703

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)								
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year.....	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1970—Year.....	129.7	130.0	130.9	126.8	124.8	139.5	131.2	126.5
1970—April.....	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
May.....	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
June.....	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.5
July.....	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.5
August.....	130.5	131.9	131.5	126.2	125.3	140.2	132.5	126.4
September.....	130.2	130.0	131.8	127.0	125.3	140.1	133.0	126.4
October.....	130.3	128.5	132.8	128.2	125.2	141.2	133.1	126.4
November.....	130.3	127.5	133.3	128.4	125.8	140.8	133.7	126.4
December.....	129.8	125.6	133.4	127.9	126.1	140.7	133.6	126.4
1971—January.....	130.3	126.5	134.1	127.0	126.4	140.7	134.2	127.0
February.....	130.9	127.5	134.5	125.9	128.3	140.7	134.8	127.6
March.....	131.3	128.2	134.8	126.8	128.8	141.0	135.0	127.6
April.....	132.7	129.1	136.0	127.9	129.4	141.4	128.6	127.6
(1949 = 100)								
April.....	170.8*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—April, 1971

	All-Items						Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Apr. 71	Mar. 71	Apr. 70	Food	Housing	Clothing				
(1961 = 100)										
St. John's, Nfld.....	123.1	121.8	122.4	118.3	119.4	133.1	121.0	136.4	116.0	144.5
Halifax.....	125.8	124.4	124.5	126.8	120.9	126.8	122.0	144.4	137.5	129.1
Saint John.....	124.7	123.5	123.5	127.6	117.3	129.5	126.0	135.6	131.8	127.6
Montreal.....	125.9	125.3	124.7	126.6	118.9	125.2	129.1	132.8	141.5	128.7
Ottawa.....	129.7	129.0	127.6	130.5	123.2	129.7	132.2	143.9	138.0	132.9
Toronto.....	128.3	127.7	125.5	126.8	123.1	130.5	134.5	141.4	130.5	130.9
Winnipeg.....	127.5	127.2	127.1	127.7	116.9	134.9	132.7	147.8	136.6	129.4
Saskatoon-Regina.....	122.4	122.0	122.1	126.9	114.3	129.2	120.8	128.5	130.3	123.2
Edmonton-Calgary.....	127.3	127.3	124.7	131.3	119.7	128.6	125.3	146.9	136.8	125.2
Vancouver.....	126.1	125.7	123.1	131.3	119.2	129.5	127.7	136.7	126.2	118.9

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices across cities.

3—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1966-1971

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
1968.....	559	582	223,562	5,082,730	0.32
1969.....	566	595	306,799	7,751,880	0.46
1970.....	501	540	261,187	6,539,560	0.39
1970—May.....	59	116	75,014	957,930	0.71
June.....	42	116	62,134	788,910	0.52
July.....	62	132	80,851	842,950	0.55
August.....	46	118	70,738	620,060	0.42
September.....	39	88	45,539	619,430	0.44
October.....	34	84	60,862	758,820	0.53
November.....	33	75	38,948	705,620	0.49
December.....	8	48	34,359	427,150	0.29
1971—January.....	24	46	30,170	213,060	0.16
February.....	40	69	26,984	180,920	0.14
March.....	33	73	45,381	228,120	0.15
*1971—April.....	42	82	22,430	154,280	0.11
May.....	24	72	10,284	104,870	0.08

† Revised * Preliminary.

Table G-2—Strikes and Lockouts, by Industry, May 1971, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	—	1	217	3,260
Mines.....	1	5	1,350	18,670
Manufacturing.....	11	38	5,652	57,050
Construction.....	—	2	215	4,180
Transportation and utilities.....	5	6	1,277	6,460
Trade.....	1	9	437	5,460
Finance.....	—	—	—	—
Service.....	2	6	674	6,750
Public administration.....	4	5	462	3,040
All Industries.....	24	72	10,284	104,870

Table G-3—Strikes and Lockouts, by Jurisdiction, May 1971, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	4	725	10,630
Prince Edward Island.....	—	—	—	—
Nova Scotia.....	1	3	220	2,860
New Brunswick.....	—	1	22	320
Québec.....	6	19	2,916	29,340
Ontario.....	10	26	3,920	38,090
Manitoba.....	—	1	47	940
Saskatchewan.....	—	—	—	—
Alberta.....	—	1	217	3,260
British Columbia.....	2	12	932	7,650
Federal.....	4	5	1,285	11,780
All Jurisdictions.....	24	72	10,284	104,870

Table G-4—Strikes and Lockouts Involving 100 or More Workers, May 1971, (Preliminary)

Industry			Duration in Man-Days		Starting Date	Major Issues Result
Employer		Workers Involved	May	Accu- mulated	Termination Date	
Location	Union					
Forestry						
Northwestern Pulp and Power Ltd., Hinton, Alta.	Woodworkers Loc. 1-207 (AFL-CIO/CLC)	217	3,260	16,720	Feb. 3 May 25	Wages—Wage increases; reduc- tion in hours from 44 to 40, other improved benefits.
Mines						
METAL						
*Hudson Bay Mining and Smelting Company, Flin Flon, Man.	Various trade unions (AFL-CIO/CLC)	550	11,000	48,840	Jan. 27 —	Vacations, holidays, welfare plan —
British Newfoundland Exploration, Springdale, Nfld.	Steelworkers Loc. 6960 (AFL-CIO/CLC)	135	540	2,570	Apr. 11 May 7	Wages, other matters—18¢ per hr. increase effective Mar. 1, 1971, 21¢ Mar. 1, 1972; other improved benefits.
Iron Ore Co. of Canada, Sept-Iles, Qué.	Machinists and Steelworkers (AFL-CIO/CLC)	325	330	330	May 31 —	Protesting technological changes —
NON-METAL						
Aluminum Co. of Canada St. Lawrence, Nfld.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	300	6,000	9,000	Apr. 18 —	Wages—
Manufacturing						
RUBBER						
Mansfield Denham General Ltd., Welland, Ont.	Rubber Workers Loc. 455 (AFL-CIO/CLC)	400	1,200	1,200	May 5 May 10	Pension, amendments to labour agreement to comply with new Ontario law: Women's Equal Rights Act—Not reported.
LEATHER						
Daoust-Lalonde Inc., Montreal, Qué.	Clothing Workers' Federation (CNTU)	230	4,600	6,330	Apr. 21 —	Wages, hours, fringe benefits—
WOOD						
Nottaway Lumber Co., Senneterre, Qué.	Woodworkers (AFL-CIO/CLC)	100	2,000	2,400	Apr. 27 —	Not reported—
MacMillan Bloedel, Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	250	250	250	May 13 May 13	Alleged dispute over the size of machinery crews—Return of workers.
FURNITURE AND FIXTURES						
Ideal Upholstering Co. Ltd., Montreal Est, Qué.	Upholsterers Loc. 402 (AFL-CIO/CLC)	270	2,700	2,700	Apr. 19 May 3	Wages, vacations, fringe benefits —45¢ per hr. increase over a 3-yr. contract; improved fringe ben- efits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, May 1971, (Preliminary) (Cont.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
				May	Accu- mulated	Termination Date	
PAPER							
	Consolidated Bathurst, New Richmond, Qué.	Pulp and Paper Mill Workers Loc. 574 (AFL-CIO/CLC)	306	6,120	11,930	Apr. 3 —	Wages, length of contract—
PRIMARY METALS							
	Reynolds Aluminum, Montreal, Qué.	Steelworkers (AFL-CIO/CLC)	110	2,200	3,080	Apr. 21 —	Not reported—
METAL FABRICATING							
	Trane Co. of Canada, Toronto, Ont.	U.E. Loc. 512 (Ind.)	230	2,990	17,710	Feb. 1 May 20	Not reported—Return of workers when agreement reached.
	Dynamic Industries Inc., Québec, Qué.	Auto Workers Loc. 1044 (CLC)	148	2,960	4,440	Apr. 19 —	Wages—
	Canron Limited, Western Bridge Division, Vancouver, B.C.	Marine Workers & Boilermakers Industrial Union Loc. 1 (Ind.)	420	2,100	2,100	May 3 May 10	Wages—28¢ to 35¢ an hr. increase effective Apr. 1, 1971, 27¢ to 35¢ Apr. 1, 1972; 10 paid statutory holidays, double time paid for overtime, company assumes 100% of health and welfare plan, improved work rules.
MACHINERY							
	Brown-Boggs Foundry and Machine Co. Ltd. Hamilton, Ont.	U.E. Loc. 520 (Ind.)	100	2,000	3,400	Apr. 13 —	Wages, other matters—
	Chrysler Airtemp Canada, Bramalea, Ont.	Auto Workers Loc. 1285 (CLC)	150	2,700	2,700	May 4 —	Wages—
TRANSPORTATION EQUIPMENT							
	Canadian Trailmobile Limited, Brantford, Ont.	Auto Workers Loc. 397 (CLC)	315	3,150	9,140	Apr. 3 May 17	Wages, other benefits—31¢ an hr. increase immediately, 26¢ May 15, 1972; 3 weeks vacation after 8 years, other improved fringe benefits.
	Hawker Siddeley Canada Ltd. Canadian Car Division, Thunder Bay, Ont.	Office Employees Loc. 81 (AFL-CIO/CLC)	720	2,880	2,880	Apr. 27 May 3	Job security—7% wage increase first year, 6% second year and 5% the third year; improved cost of living clause, other improve- ments.
	National Auto Radiator Co., Windsor, Ont.	Auto Workers Loc. 195 (CLC)	207	3,110	3,210	Apr. 30 May 25	Wages, other benefits—Not re- ported.
ELECTRICAL PRODUCTS							
	Phillips Cables Limited, Brockville, Ont.	I.U.E. Loc. 510 (AFL-CIO/CLC)	515	—	5,670	Apr. 16 May 3	Wages, pension, vacations—23¢ an hr. increase for the first and second year, 11¢ an hr. for final 6 months; improved fringe benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, March 1971, (Preliminary) (Cont.)

Industry	Employer	Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
					May	Accu- mulated	Termination Date	Result
NON-METALLIC MINERAL PRODUCTS								
	Duplate Canada Ltd., Oshawa, Ont.		Auto Workers Loc. 222 (CLC)	649	3,890	3,890	May 20 May 31	Dispute over materials made by non-union workers—Return of workers further negotiations.
	Dominion Glass Co. Ltd., Montreal, Qué.		Glass and Ceramic Workers (AFL-CIO/CLC)	900	900	900	May 29 —	Protesting slowness contract negotiations—
Construction								
	Electrical Construction Association, St. John's area, Nfld.		I.B.E.W. Loc. 2330 (AFL-CIO/CLC)	200	4,000	6,800	Apr. 13 —	Not reported—
Transportation and Utilities								
TRANSPORTATION								
	Hamilton Street Railway Co., Hamilton, Ont.		Transit Union Loc. 107 (AFL-CIO/CLC)	500	5,360	5,360	May 17 —	Breakdown in negotiations over a new contract—
	*Canadian National Railways, Various locations, Alta. and B.C.		Various unions	200	200	200	May 25 May 26	Protesting the 90-day suspension of four men—Return of workers.
	*Quebec North Shore and Labrador Railway, Sept-Iles, Qué.		Maintenance of Way (AFL-CIO/CLC)	276	280	280	May 31 —	Protesting technological changes—
COMMUNICATION								
	*British Columbia Telephone Company, Prince George, B.C.		Federation of Telephone Workers of British Columbia	225	230	230	May 7 May 8	Protesting declassification of one technician—Return of workers.
Trade								
	Dominion Stores Ltd., Montreal area, Qué.		Retail Clerks Loc. 500 (AFL-CIO/CLC)	230	1,840	3,910	Apr. 20 May 13	Wages, fringe benefits—A flat \$11 per wk. wage increase over a 1-yr. agreement.
Service								
EDUCATION								
	Niagara South Board of Education, Niagara Peninsula, Ont.		Public Employees Loc. 468 (CLC)	437	4,370	7,870	Apr. 21 May 17	Wages—Return of workers, settlement terms not reported.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, May 1971, (Preliminary) (Concluded)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
				May	Accu- mulated	Termination Date	
RECREATIONAL SERVICES							
Windsor Raceway Holdings Ltd., Windsor, Ont.	Service Employees Loc. 639 (AFL-CIO/CLC)	157	790	790	May 14 May 19	Not reported—Not reported.	
Public Administration							
LOCAL ADMINISTRATION							
Town of Oakville, Oakville, Ont.	Public Employees Locs. 136 & 1329 (CLC)	145	1,020	1,020	May 6 May 17	Wages—26¢ an hr. increase retro- active Feb. 15, 1971, 13¢ Nov. 15, 1971, 13¢ Feb. 15, 1972; company assumes 100% medical, hospital- ization and life insurance effective Mar. 1, 1972.	
City of Sydney, Sydney, N.S.	Public Employees Loc. 759 (CLC)	110	660	660	May 21 —	Alleged dispute over vacation pay—	

*Federal jurisdiction.

Table H—Employment Fatalities in Canada During the First Quarter of 1971

	Agri- culture	For- estry	(1) Fishing	(2) Mining	Manu- factur- ing	Con- struc- tion	(3) Trans- porta- tion	(4) Trade	(5) Finance	(5) Serv- ice	(6) Public Ad- minis- tra- tion	Not Spe- cified	Total	Per cent of Total
By Industry* and Age Group														
14-19.....	—	2	—	—	1	2	1	—	—	—	—	—	6	3.7
20-24.....	—	2	—	5	1	5	2	2	—	1	1	—	19	11.8
25-34.....	—	1	—	9	8	3	8	—	—	1	3	1	34	21.1
35-44.....	—	6	—	10	6	7	8	2	—	2	—	—	41	25.5
45-54.....	1	—	—	4	2	8	10	—	—	1	1	—	27	16.8
55-64.....	—	1	—	3	5	4	2	2	—	—	1	—	18	11.2
65 and over.....	—	1	—	2	3	—	—	—	—	1	—	—	7	4.3
Not specified.....	—	—	—	1	—	—	5	3	—	—	—	—	9	5.6
Total.....	1	13	—	34	26	29	36	9	—	6	6	1	161**	100.0
By Industry and Occupation†														
Farmers (a).....	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Loggers (b).....	—	9	—	—	—	—	—	—	—	—	—	—	9	5.6
Fishermen (c).....	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Miners (d).....	—	—	—	21	1	1	—	—	—	—	—	—	23	14.3
Craftsmen (e).....	—	2	—	8	9	13	4	—	—	—	1	—	37	23.0
Labourers (f).....	1	—	—	1	8	12	4	2	—	2	1	—	31	19.2
Transport (g).....	—	1	—	—	2	—	25	4	—	1	—	—	33	20.5
Managerial.....	—	1	—	3	1	1	2	3	—	1	—	1	13	8.1
Professional (h).....	—	—	—	—	1	1	1	—	—	2	3	—	8	5.0
Clerical.....	—	—	—	1	—	—	—	—	—	—	—	—	1	0.6
Sales.....	—	—	—	—	4	—	—	—	—	—	—	—	4	2.5
Service (i).....	—	—	—	—	—	1	—	—	—	—	1	—	2	1.2
Total.....	1	13	—	34	26	29	36	9	—	6	6	1	161**	100.0
By Industry and Type of Accident‡														
Struck by objects (j).....	—	10	—	8	2	7	6	1	—	—	—	—	34	21.1
Falls and slips (k).....	—	2	—	3	8	7	4	2	—	1	2	—	29	18.0
Collisions, derailments (l).....	—	—	—	6	8	6	13	4	—	4	3	1	45	28.0
Caught in, on, between (m).....	—	1	—	4	3	4	2	1	—	—	—	—	15	9.3
Inhalations (n).....	1	—	—	6	2	2	1	—	—	—	—	—	12	7.4
Conflagrations (o).....	—	—	—	6	2	—	7	—	—	—	—	—	15	9.3
Electric current (p).....	—	—	—	1	1	1	1	—	—	—	—	—	4	2.5
Over-exertion (q).....	—	—	—	—	—	1	1	—	—	1	—	—	3	1.9
Striking against (r).....	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s).....	—	—	—	—	—	1	1	1	—	—	1	—	4	2.5
Total.....	1	13	—	34	26	29	36	9	—	6	6	1	161**	100.0
Per cent of Total.....	0.6	8.1	—	21.1	16.2	18.0	22.4	5.6	—	3.7	3.7	0.6	100.0	

* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

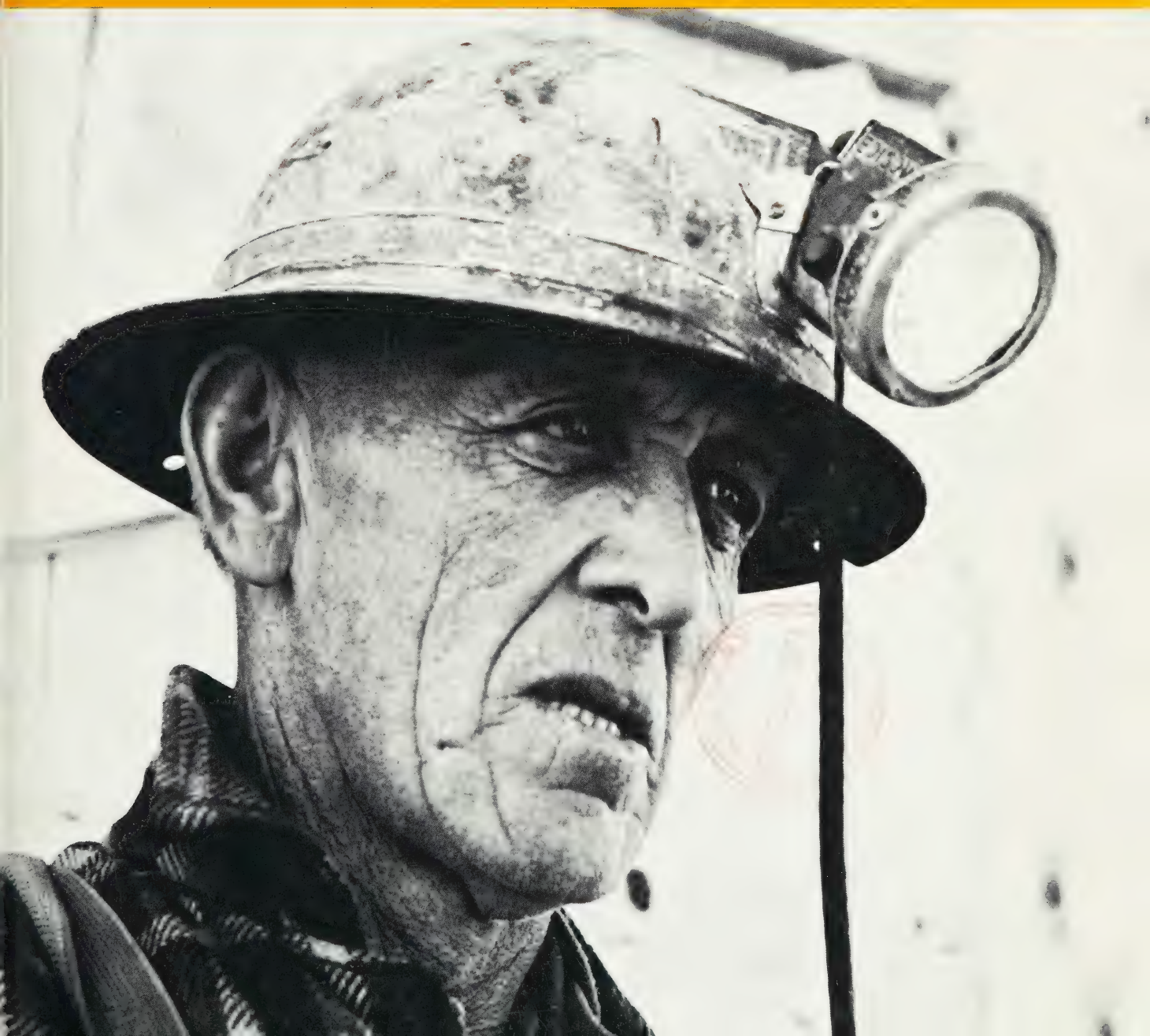
† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers(not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

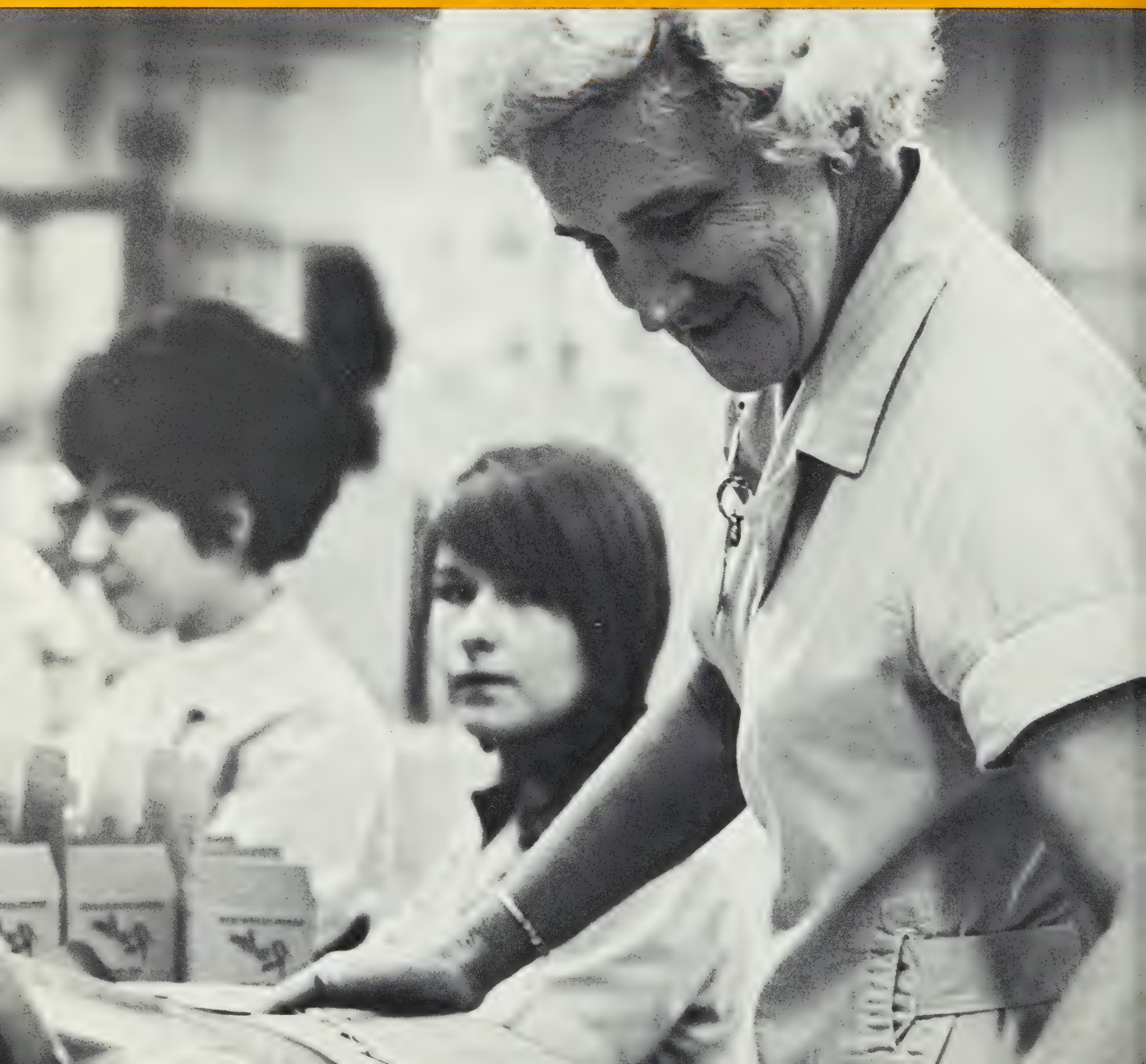
* * Of these totals, 117 fatalities were reported by the various Provincial Workmen's Compensation Boards; details of the remaining 44 were obtained from other sources.

September 1971

The Labour Gazette



Those who have had satisfying lives, cultivated outside interests over the years, and can count on an adequate retirement income and reasonably good health, can make the transition from work to retirement with little difficulty. Troubles are more likely to arise for those who have done no planning or preparation or have done so unrealistically. See: Learning the Art of Retirement, p. 593, and The Final Plateau, p. 604.





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Labour Day messages



Hon. Bryce Mackasey

Minister
Canada Department of Labour

Labour Day 1971 finds labour and management facing opportunities and problems as seldom before in recent years. Change runs broad and deep through our industrial relations environment.

Both labour and management need to recognize and understand the profound effects of changing values, attitudes and life styles, and the increasing interdependence of the different elements of society which they represent.

It is not an easy task.

A younger, better educated and more mobile workforce is questioning traditional union and management prerogatives and beliefs—and the workplace, in terms of quality of life and individual satisfaction.

These changing values, attitudes and demands, combined with the explosion of technology and sweeping changes in the structure and characteristics of the fastest growing labour force in the western world, have created an equal demand for fresh and innovative thinking.

Unions and employers, in concert with governments, have to bring our industrial relations system, and, in particular, the collective bargaining process, into tune with the social and economic interests of a broader public.

In the federal field, I believe, we are providing a better legislative and administrative framework to help labour and management adjust our industrial relations system to the new environment. And our legislative initiatives have been taken in full recognition of the vast social changes in the 70s.

As an active agent of the public interest, we have brought forward legislation that is having a direct effect on the well-being of thousands of Canadians who work in industries under federal jurisdiction. The minimum wage has been increased and now may be made responsive to changes in the cost of living. Provision has been made for maternity leave; and equal pay for equal work provisions have been strengthened. New protection has been offered to those whose jobs are terminated.

Proposals have also been placed before Parliament that would establish new legislative guidelines for collective bargaining and dispute settlement. It would be easier for trade unions to gain certification for new bargaining units, bargaining rights would be extended to other workers, and a pioneering provision would help trade unions participate in decisions arising from technological change and affecting the livelihood of members.

We have tried, too, with a measure of success, to develop more effective consultative machinery and to deal with the underlying causes of labour-management unrest in a more positive way.

The development of an improved industrial relations structure requires that we—of labour, business and government—strive to improve our relationships in full recognition of our interdependent and common interests. On this Labour Day, 1971, let us address ourselves to these challenges, and to the opportunities, in the year ahead.



Donald MacDonald

President
Canadian Labour Congress

Since we last celebrated Labour Day, Canada has been going through one of the most difficult economic experiences in our country's history—one that is unique inasmuch as it has resulted from cold and deliberate action on the part of the federal Government.

The price that Canadians have had to pay for the government's mismanagement of the economy has been recounted time and again; but it cannot be forgotten. Hundreds of thousands of Canadians have been thrown out of work; families have been exposed to immeasurable suffering; municipalities have been pushed to the verge of bankruptcy by mounting welfare costs; production losses have run into billions of dollars, and many millions of dollars have been lost to governments of all levels through tax revenues.

Perhaps the most disturbing aspect of this extraordinary situation has been the lack of any real concern—really the indifference—of those in authority who have been responsible. Those who have advanced proposals for both short- and long-term approaches to our economic problems have been practically ignored.

With the passage of time it has become abundantly clear that both long and short term programs are urgently needed. The first and top priority requirement is vigorous action to get the economy back on its feet and get Canadians back to work. The restrictive anti-inflationary policies that obsessed the Government must not only be abandoned but must be reversed by the adoption of policies designed to provide economic expansion.

An immediate action program, which the Canadian Labour Congress proposed some months ago, called for: a federal-provincial program to clean up Canadian communities and halt urban decay—directed at roadsides, stream banks, parks, and railway rights-of-way; etc; allocation of a substantial sum of money for research projects on behalf of voluntary organizations to permit students to work on approved research for such organizations as welfare and anti-pollution bodies, consumer and tenant associations, and trade unions; work on urban improvement projects that are past the planning stage in cities and towns, but held in abeyance because of lack of finances and reforestation programs.

Although this plan was intended to spur employment and assist the immediate situation, our Congress, with others, recognizes the vital need for a carefully thought out, long-term approach. **The so-called stop-and-go policies that have too often been adopted in the past are something we can no longer afford. A month-to-month tinkering with the economy is not only ineffective but can lead to disastrous results. The fact is that a majority of recognized authorities now acknowledge that a return to anything approaching full employment is not going to be achieved in this decade.**

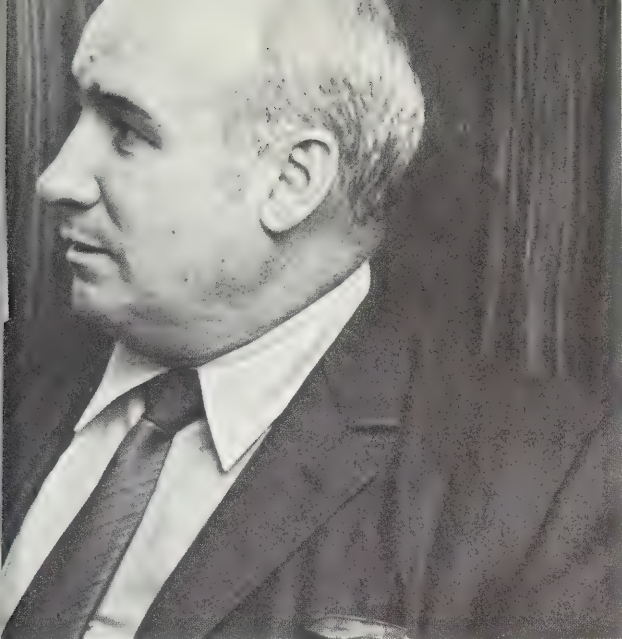
This gloomy outlook should, however, not deter us in adopting a positive program, and the longer this is delayed the longer will be a return to the kind of life Canadians can and should enjoy.

Policies that the Canadian Labour Congress has publicly advocated include: reduction in personal income taxes for the lower income brackets; increased expenditures on regional development; major improvements in old age pensions; removal of the 11 per cent sales tax on building materials; a dynamic house-building program to bring supply into line with demand; and substantial reductions in mortgage interest rates.

Although economic matters have been dominant during the past year, organized labour has also been deeply concerned with an obvious trend toward restrictive legislation, and it appears likely that this subject will have to receive increased attention in the months ahead.

At a time when many of our basic freedoms are threatened, there is a tendency on the part of many to forget that free collective bargaining is an essential part of the democratic system. The effect of work stoppages—which are a small fraction of the disruption caused by unemployment—are exaggerated out of all proportion. Propaganda barrages have been directed at depriving workers of the hard-won right to have a full and effective voice in their affairs. Government interference and rigid laws are no easy solution to such differences as may arise between labour and management. These matters can be settled between the two parties directly concerned. What we should be doing is looking for methods to improve normal collective bargaining, rather than replacing it with some rigid legal system.

This is an area to which labour and other sectors of society must direct increased attention in the immediate future. Meantime, however, our primary concern must continue to be directed toward economic recovery and an end to the cruelty of unemployment.



W. C. Y. McGregor,

Chairman
Canadian Railway Labour Association

Through this brief message, I should like, on behalf of the Canadian Railway Labour Association, to bring Labour Day 1971 greetings to all railway unionists—indeed to all workers—everywhere in Canada.

We face perilous times in the months ahead. There still are, in this affluent society that is now Canada's, the grim spectres of unnecessarily high unemployment and continuing inflation. Our poverty numbers grow and our regional disparities increase. The last session of Parliament saw the passing of the new Unemployment Insurance Act and the Labour Standards Code, both of which are likely to have a marked impact on fringe benefits already negotiated in collective agreements. The new session will see debate of proposed legislation on the budgetary measure to subject employer-paid medicare premiums to income tax and to revise and incorporate the Industrial Relations and Disputes Investigation Act into the Canada Labour Code. It will be necessary to keep a close watch to see that the legislation, past and proposed, will not discriminate against any groups of workers but will work to the benefit of all equally.

For many years now, we in the railway unions particularly have waited patiently for the introduction of legislation incorporating the recommendations of the Freedman commission. Sad to say, the revised IRDI Act falls far short of Mr. Justice Freedman's recommendations, and fails to provide the equity between employers and employees advocated by Justice Freedman. While such inequity prevails, worker dissatisfaction will remain a feature of our society.

News briefs

■ **St. Lawrence Seaway workers have a 14.5 per cent wage increase in their new two-year contract, plus unprecedented welfare coverage for federal workers.** A contract ratified in May by about 85 per cent of the workers gave 1,300 members of the Canadian Brotherhood of Railway, Transport and General Workers nearly 100 per cent employer-paid health insurance. The Seaway Authority had been paying two thirds of the cost under the last contract.

The Seaway's negotiators had declared that the canal workers were overpaid. The union wanted the basic transportation industry pattern to parallel that of the railways: eight per cent the first year, seven the second. Pay went up to \$3.96 an hour on the average from \$3.72,

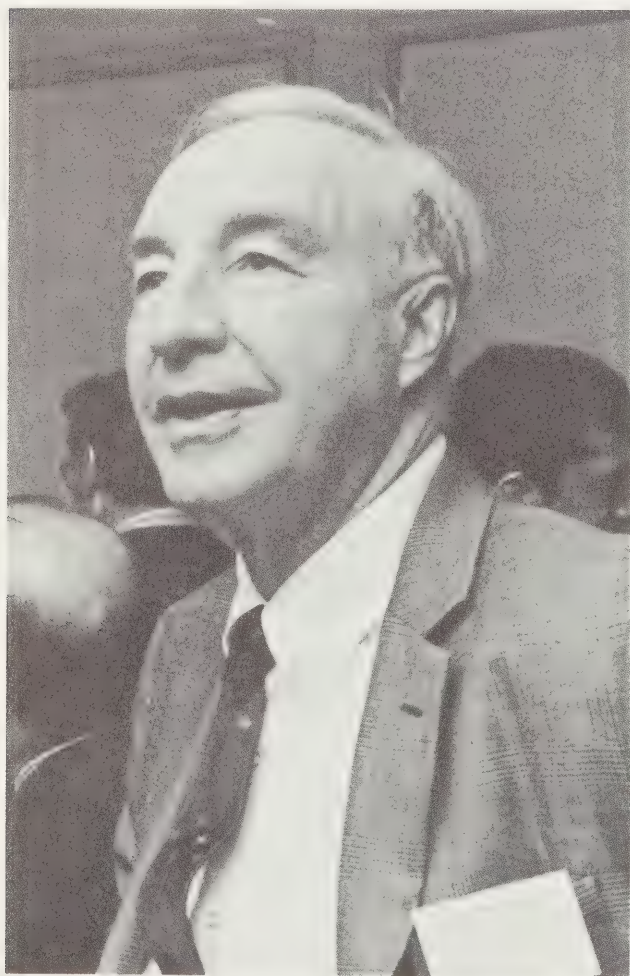
or to \$160 a week from \$148, and was retroactive to January 1. The second-year increase will give the average worker \$4.72 an hour, or nearly \$173 a week. The old labour rate of \$3.32, already the highest in the Niagara Peninsula area, went to \$3.55 immediately, and will be \$3.80 an hour by next January 1.

■ **Several changes in the federal tax system related to personal income were introduced in the House of Commons in June by Finance Minister E. J. Benson.** The changes are intended to come into effect next year. Basic exemptions will be increased to \$1,500 for a single

person and to \$2,850 for a married person up from \$1,000 and \$2,000 respectively. Exemptions for dependants at \$300 for those under 16 and \$550 for those over 16 will remain the same. Child-care expenses will be deductible up to \$500 for each child under 14, with a maximum deduction of \$2,000 for each family. A special exemption of \$650 for persons aged 65 and over, replacing the previous exemption of 3 per cent of employment income up to a maximum of \$150 a year will be deductible. Moving expenses for persons changing jobs will be deductible, and employer-paid living expenses at distant work sites will be tax free.

As well, more items will be included under income. These are: one half of capital gains; payments from income maintenance plans to which an employer has contributed; adult training allowances; allowances under the Textile and Clothing Board Act; unemployment insurance benefits (with contributions deductible); scholarships, fellowships and bursaries with a \$500 exemption, and amounts contributed on an employees' behalf to a public medical care plan.

Bernard Wilson



Brief

■ **Bernard Wilson has been named Deputy Minister of Labour in the Canada Department of Labour.** He succeeds J. D. Love who has been appointed Deputy Minister of the Department of Regional Economic Expansion. Since 1966, Mr. Wilson has been Assistant Deputy Minister of Labour (LG 1966, p. 214) with special responsibility for labour relations. Mr. Love moved from his position as Assistant Secretary (Personnel) of the Treasury Board to the position of Deputy Minister of Labour in November 1968 (LG 1969, p. 5).

From 1956 to 1966, Mr. Wilson was Director of the Department's Industrial Relations Branch. He graduated from the University of Western Ontario in 1935 with a B.A. and went on to attain his M.A. in economics and political science in 1937. In 1939 he came to the Department of Labour, joining the Industrial Relations Branch in 1942. In 1944, he was appointed Secretary of the Wartime Labour Relations Board. He became Secretary of the Canada Labour Relations Board in 1948, and was appointed its Chief Executive Officer in 1954. Mr. Wilson has represented the Canadian Government as a delegate and adviser at a number of International Labour Organization conferences and committee meetings.

Mr. Love first joined the Canada Department of Labour in 1949. In the Department, he worked in the Office of the Deputy Minister, the Industrial Relations Branch and the Economics and Research Branch. For a short time, he was on the staff of *The Labour Gazette*. In 1957, he moved to the (then) Civil Service Commission to help in the formation of the Pay Research Bureau where he became assistant director. Mr. Love was appointed special assistant to the Chairman of the Civil Service Commission in 1963, and from October 1964 to August 1965, he served as director of the Commission's Bureau of Classification Revision.



Alf Candline

A. C. "Alf" Candline, Western Canada Regional Supervisor of the Labour-Management Consultation Branch of the Canada Department of Labour, died at his Winnipeg home May 29 at the age of 58. He was named Regional Supervisor in 1967. Since that time he had been responsible for the activities of the Branch's six industrial relations officers in Western Canada.

educated in Saskatchewan, Mr. Candline served as an apprentice electrician at the CN's Transcona shops before joining the International Brotherhood of Electrical Workers in 1937. Besides active involvement in the union, he was chairman of the Joint Co-operative Labour-Management Committee at Transcona for eight years. He was a member of the Manitoba Pipers' Association and of the Militia Group of the Royal Canadian Service Corps, and had been a first-aid instructor for the St. John's Ambulance.

The Summer Volunteer Program, the first project to use young people as volunteers in social services, has been established by the Ontario Department of Social and Family Services. Over 1,000 high school students applied. Selection was based on genuine interest in community social services, previous experience in a volunteer role, intent to continue social work or follow a career in the social services, and the needs of each community's social service agency. During the vacation period, students worked for eight weeks on projects other than those performed by regular staff. The program was

intended not as employment but to provide a special service for which students were each paid an award of \$50 a week.

Of the 290 final placements in the program across the province, 115 served in Homes for the Aged and Elderly Persons' Centres, 52 cared for children in day nurseries, and 90 worked with mentally handicapped persons in sheltered workshops. Students were also assigned to help in programs with mentally retarded adolescents and children, and in a summer camp for deaf students.

About 2,500 workers will be laid off in the mining industry in northwestern Québec between January 1971 and June 1972, Pierre Paquin, member of the Manpower and Mines Council of the Québec Department of Labour, and Director of Industrial Relations of Noranda Mines Ltd. for Québec and the Maritimes, told members of the Québec Mines and Metal Association meeting in Mont Gabriel, Qué., last June.

"The year 1970 and the beginning of 1971 were marked by the closure or the impending closure of several mining companies in Northwestern Quebec," he said. By the beginning of May 1970, a total of 1,054 individual cases of employees were examined by classification committees. Concerned with the extent of the problem, the Federation of Steel, Mine and Chemical Workers proposed the creation of a mining fund to which all the mining employers of Québec would contribute. "The mining industry has become fully conscious of the common interest. On the other hand, the government and the trade union movement have felt the need to examine the manpower problem with a valid interlocutor"—the Québec Association of Mines and Metals.

One must not forget that it was at the latter's request that (the late Minister of Labour) "Pierre Laporte had set up the Mines Manpower Council to examine the question of the closing of the mines, including the problem of older and handicapped workers, the classification means, the problem of geographical mobility, preferential hiring, and the many problems caused by the closing of mining firms." Five years ago, it would have been unthinkable that such consultation could be possible, continued Mr. Paquin. "Today, it is a reality accepted by Québécois." Up till now in North America, management associations have been mostly pressure instruments aimed at protecting management's interests. In the Province of Québec we now see these changing associations taking part in general consultations."



W. T. Wilson

W. P. Kelly

■ **W. T. "Bill" Wilson has retired as head of CN's Personnel and Labour Relations Department.** Mr. Wilson joined the Canadian National Railways' personnel department in 1950, moving up to vice-president of personnel in 1957 and becoming vice-president for both personnel and labour relations in 1961. On his retirement, Mr. Wilson was presented with a plaque from his colleagues by W. P. Kelly, Director, Conciliation and Arbitration Branch, Canada Department of Labour.

Mr. Wilson was born in Ottawa in 1905 and worked there until he joined CN. He was at one time chief treasury officer of The Wartime Prices and Trade Board and the National Housing Administration. In 1944 and 1945, he served as chief treasury officer in charge of establishing family allowance offices across Canada. He later became comptroller and deputy chairman of the prices and trade board, vice-president of the Commodity Prices Stabilization Corp. and a director of the Canadian Sugar Stabilization Corp.

■ **The five-month Flin Flon strike ended in June.** Tentative agreement between the Association of Flin Flon Trades Unions and the Hudson Bay Mining and Smelting Co. was announced on June 17 by W. P. Kelly, Director, Conciliation and Arbitration Branch, Canada Department of Labour. On June 21, union members voted 371 to 129 in favour of returning to work.

The strike began on January 26, when 650 boilermakers, carpenters, painters, bricklayers and electricians refused to accept the same basic contract as the one signed the previous fall by the United Steelworkers of America representing the miners, and demanded the right to bargain for their own group. As a result, the 1,800 miners were laid off as well.

James V. Goodison, chief negotiator for the tradesmen recommended that the contract be accepted despite what he called "vast injustices." Under the new contract, the company will have no right to change, amend or discontinue welfare plans written into the agreement. Future amendments to welfare plans will be negotiated by a committee representing all unions certified to bargain for company employees. The company will pay 50 per cent of Manitoba and Saskatchewan hospital and medical plans from the date of signing of the agreement to October 1, 1972, when it will pay 75 per cent. The company will increase the sick benefit to 75 per cent from 50 per cent effective October 1, 1972 and will increase coverage to one year from 26 weeks effective the same date. Other gains included an increase in shift differential pay, a Sunday premium, and an additional holiday a year.

The miners laid off received unemployment benefits of \$100 to \$150 a week. Machinists, boilermakers and carpenters received strike pay; but 260 painters, bricklayers and electricians received none.

■ **Task, the quarterly magazine produced by the Ontario Department of Labour, won an award of excellence at this year's annual conference of Corporate Communicators Canada.** The Editor of the magazine, Miss Peggy Butler, of the Information Services Branch of the Ontario Department of Labour, accepted the award at the close of the convention, which brought together some 85 industrial editors from across Canada.

The three issues of **Task** submitted for the award program dealt with the problems of the older worker. They have since been reprinted in one booklet for use by

the Ontario Human Rights commission. The first of the articles (dealing with the problems of age discrimination in employment) was reprinted in *The Labour Gazette* last November, the second in the July number. The third examines the difficulties posed by compulsory retirement. The first part of this article appeared in the August number, and the second appears in this issue of the *Gazette*.

Miss Butler, a South African by birth, came to Canada three years ago and has been Editor of **Task** since March 1969. After graduation from the University of Cape Town with a B.A. in English Literature and Political Philosophy, she received her training as a news reporter, feature writer and editor on the **Cape Times**, leading South African morning newspaper.

In 1963 she emigrated to Jerusalem, where she worked for two years as a free-lance feature writer and photographer covering events in Israel and Jordan for some seven publications abroad. She left Jerusalem in 1965 and spent three years in London, England, working as Press Officer for the Royal Society for the Prevention of Accidents.

■ **Negotiations that have been going on for a few months between the unions of automobile salesmen of the Province of Québec and auto dealers, in spite of intervention by conciliation officers of the province's Department of Labour and Manpower, have ended in a deadlock.** Seventy-five associations of automobile salesmen have been certified, and are thereby authorized to enter into negotiations with the dealers. Jean Cournoyer, Québec Minister of Labour and Manpower, has just appointed a special investigator to examine the problem of labour relations in this industrial sector. The unions grouping the salesmen as well as the dealers have agreed to suspend their negotiations until Roger Pilote, the Department's special investigator, has submitted his report to the Minister. Mr. Pilote will tour the province to meet the parties and hear their suggestions.

■ **Establishment of one, national, independent Canadian trade union movement, divorced from any control from outside Canada, is the objective of the three-year-old Canadian Council of Unions, which held its annual convention in Vancouver on July 2, 3 and 4.** The Council believes that "the American or international unions in Canada are an infringement on the sovereignty of the Canadian people" (LG, Nov. 1970, p. 766). Its membership is now 20,000 in nine affiliated unions.

The delegates instructed their executive and union affiliates to study the options and prepare a report on the direction and future role of the Council for the next

convention. They thus delayed a head-on clash with the Canadian Labour Congress, which unites the majority of Canadian unions and whose membership is 90 per cent representative of "international" unions—Canadian branches of unions whose head offices are in the United States. The Council also endorsed an increase in the per capita monthly contributions from five cents to seven cents to provide an annual operating budget of about \$16,000.

Secretary-Treasurer Kent Rowley attacked the custom of having members of U.S. unions appear as labour representatives on provincial labour relations boards. He slammed the U.S. unions as being financially and politically corrupt, and he charged them with "attempted suppression" over the CCU's assertion that more than \$89 million in profits from the union dues of Canadian workers went to U.S. unions between 1962 and 1968. The convention later passed a motion condemning the delayed publication of federal Government reports on the operation of unions in Canada. Other approved motions called for the elimination of foreign control of any Canadian industry, the formation of a planned economy under Canadian ownership, and 100 per cent government ownership of the Canada Development Corporation.

■ **Marcel Pépin, President of the Confederation of National Trade Unions for the last six years, has announced his intention to resign this fall, although he still has more than a year remaining in his third two-year term.** Mr. Pépin said that he was stepping down because he believes that the 215,000-member CNTU "needs new leadership to keep pace with a rapidly changing Québec." He added that he would remain with the union as a technical advisor.

The decision was announced at a specially convened meeting of the Confederation's 28-man confederal bureau. A meeting of the CNTU general council or a special convention will be called for this September or October to choose a successor. Pépin said that he would be "completely neutral" in the election of a new president, and he refused to speculate on who might contest the election. One possible candidate is Raymond Parent, the CNTU's Secretary-General, the post held by Pépin before he was elected president in 1965. Mr. Parent joined the CNTU in 1949, the same year as Pépin, and he has been a close friend and working associate.

■ **Wage demands of workers in the public and parapublic sector of the Metropolitan Québec region are justified, says Yvon Valcin, Vice-President of the Central Council of the Confederation of National Trade Unions in Québec City.** Mr. Valcin pointed out recently that the economy in this area has an "administrative" and "institutional" character: of the 32,000 persons living there, 14,000 are civil servants, 20,000 are hospital and welfare institution employees, and others are employed by school board and other provincial or municipal agencies. "The injection of additional buying power will reflect on the level of economic activity in the region, based mostly on trade and services," he said. "The region shows a greater consumption propensity than Montreal and the average for the Province" (retail trade per capita: \$1,340 for the Metropolitan Québec region, \$1,320 in the Metropolitan Montreal region, and \$1,140 for the entire province in 1969), but the personal income available is only \$2,340 in Québec City compared with \$2,650 in Montreal. "The effect of the wage transfer will contribute to narrowing the gap between Montreal and Québec City."

■ **To continue to meet the special need for adjustment assistance in the automotive parts industry and to provide help for automotive employees who may be dislocated as a result of the changing North American automotive environment, the Automotive Manufacturing Assistance Regulations have been extended until June 30, 1973, the Department of Industry, Trade and Commerce announced on June 17.**

These Regulations were established in 1965, under the Canada-United States Agreement on Automotive Products, to provide Canadian auto parts manufacturers and related businesses with financial assistance when they could not obtain it from conventional sources. These special assistance loans—made through the Adjustment Assistance Board—have helped Canadian manufacturers to acquire the machinery and equipment necessary for expansion and modernization. To date, the Board has authorized 107 loans totalling \$92.5 million.

It was announced at the same time that the Transitional Assistance Benefit Plan (LG, Sept. 1970, p. 622) would be extended until benefit payments at the proposed new level are available under the revised Unemployment Insurance Act. Transitional Assistance benefits are provided for auto and auto parts workers who are displaced as a result of the agreement. To date, the Board, which determines an employee's eligibility for benefits, has certified 11,109 employees as eligible.

■ **A freeze on applications for rail line abandonment has been called for by railway unions, reports Canadian Transport, publication of the Canadian Brotherhood of Railway, Transport and General Workers.** The freeze should last until a thorough study of Canada's railway passenger services is made, the unions said.

"Since the National Transportation Act has authorized them to do so, the railways are putting in applications for abandonment with the Canadian Transport Board to take subsidies of 80 per cent of any losses. Since the scheme for giving railways subsidies was introduced in 1961, there have been 55 applications for abandonment and 13 decisions have been handed down." Of the 13, five applications have been approved. All involved single-unit Dayliner runs. "We decry the ridiculous situation in which we find ourselves," said a spokesman for the CBRT. "Legislation requires the railways to go through the preposterous exercise of applying to abandon before they can obtain subsidy."

■ **Job security is the most "vital issue" facing the 18,000-member Canadian Union of Postal Workers, according to the newly elected President of the Union, Jim McCall of Vancouver.** In his inaugural address, delivered at the union's annual convention held at Calgary in June, Mr. McCall declared that, because of automation, "our jobs have to rate the No. 1 priority in future contract negotiations with the federal Government, although increased wages are always kept in mind." A former miner in Newcastle, England, McCall replaces William Houle of Ottawa, who led the union through two strike-torn disputes. He won the election on the first ballot with 220 votes. Mr. Houle received 161 votes, and L. A. Murphy of Toronto, 47. McCall was first employed with the Post Office in 1962 as a part-time employee in Westminster, B.C., moving to full-time status the following year in Vancouver.

■ **The House of Commons gave final approval to two major pieces of labour legislation in the third week of June: massive reforms of the Unemployment Insurance Act (LG, Sept. 1970, p. 627), and the amendments to the Canada Labour (Standards) Code (LG, June, p. 378).** The two bills are a part of a general overhaul of federal labour laws proposed more than two years ago by Labour Minister Bryce Mackasey. Sections of the two acts were designed to dovetail together: for instance, provision in the unemployment insurance legislation for payment of benefits for 15 weeks to women on maternity leave are complemented by the new labour code requirement for a total of 17 weeks of maternity leave. Included in the labour code is provision for a new federal minimum wage of \$1.75 an hour, with the power being given to the Cabinet to raise the rate in the future at its own discretion.

Labour relations around the world

■ Who is entitled to family allowances—the working head of the family, the family as such in law or in fact, or the child himself? In every country where social security has developed, including Canada, family legislation has progressed on this point.

In a study of legislative developments in Belgium, Mrs. Agnès Scheere, Doctor of Laws and Judge at the Brussels labour tribunal, has attempted to answer the foregoing question. Her study, titled *Le droit à l'existence de la famille*, was published in the March 1971 issue of *La Revue belge de sécurité sociale* (Belgian Review of Social Security). The following observations were made:

Originally (1930), the intention was to assist the worker to support the family of which he was the head. In principle, a lineage bond was required: "Each worker is responsible for his own children, those of his spouse, the children common to both spouses . . ."

In 1936, a Royal Decree authorized family allowances when "the children are exclusively or mainly taken care of by a worker to help the mother of a large family who has been abandoned with her children by her husband or to help children whose father is an invalid or when the mother cannot work because she must take care of them." This was a first step toward the recognition of the family *de facto*, as opposed to the family *de jure*.

The Royal Decree of April 10, 1957 entitled the worker, who had the exclusive or main responsibility for the child, to allowances. As of that date, "the legislator generally recognizes the *de facto* family as that entitled in law. In the event of conflict of rights, that is to say, when several persons can claim family allowances for the same children or for the same period, the *de facto*

family stands alongside the family in civil law, and it happens that the first comes before the second, either through the application of provisions concerning the legal order of devolution, or by derogation from this order as may be decided by the devolution committee." But the legislators gave to the expression "to have exclusively or mainly the responsibility" the meaning of "bearing more than half of the costs of supporting the child."

"It follows that the family as presented in the Belgian family allowance system is not only the community formed by a man and/or a woman with children raised by either or both under the provisions of the Civil Code, but also the entitled ones and the children who are bound to one another solely financially." At the same time, the legislation is developing "toward the individualization of the family members," although a "human relationship of care" is required between the child concerned and another person to entitle someone to family allowances.

Briefly, in Belgium, although "the conception according to which the right to family allowances must be based also on work, or must at least be closely related to it, always constitutes the basis of the existing structures in the field of family allowances, the recent legal provisions lay down the right of the family or simply the right of the child, as an exclusive basis for the right to family allowances."

The author states her preference for a system based on the rights of the family, as does Eleanore Rathbone in her book *The Disinherited Family*: "When society is considered from a point of view other than the economic one, it appears in a sufficiently eloquent way that, in short, the family is the most important of all institutions. It is both essential as a means for all the rest and it constitutes in a sense an end in itself."

■ Year by year during the past decade, the average American has slowly increased his buying power despite inflation. But last year, for the first time since 1960, he lost the race. The Bureau of the Census reported in June that the purchasing power of the typical American family reached \$9,870 for a loss of \$120 or 1.2 per cent over the year. One result of the loss of "real" earnings was a parallel report by the Bureau of the Census showing that the number of poor people in the nation increased last year for the first time in a decade. Sluggishness in the economy was described as the main cause for both the loss in buying power and the increase in the number of those below the poverty line.

The drop in purchasing power was reflected in many other phases of the economy. Wage earners in the South still lagged about \$2,000 a year, compared with northern workers and those in the West and North Central regions. The statistics further showed that of the 52 million families in the United States, 14 per cent earned \$4,000 or less in 1970; 11.1 per cent earned from \$4,000 to \$6,000; 12.3 per cent from \$6,000 to \$8,000; and 13.6 per cent from \$8,000 to \$10,000. About 26.8 per cent earned between \$10,000 and \$15,000 a year, and 28 per cent earned between \$15,000 and \$50,000. Only one half of 1 per cent had incomes exceeding \$50,000.

■ The Governments of Kenya and Iran have asked the International Labour Organization to assist them in planning broad national strategies to expand productive employment. The ILO missions will follow similar international efforts already undertaken in Colombia and Ceylon as part of the ILO's World Employment Program. The employment strategy missions include experts drawn from the ILO and other international agencies—economists, sociologists and specialists in industrial relations, labour legislation, trade and agriculture. They take into full account the views of government representatives and those of employers' and workers' representatives when formulating their recommendations. ILO Director-General Wilfred Jenks noted that the mission to Kenya will be the first one undertaken in an African country.

The Government of Colombia is now implementing the recommendations of the mission sent to that country last year, and the team examining the serious unemployment problem in Ceylon is expected to submit its recommendations in the fall.

■ Japan has completed formal ratification of International Labour Conventions designed to protect workers from unduly low wages. Ambassador Hideo Kitahara, Permanent Representative of Japan in Geneva, presented to the International Labour Office in April the documents ratifying Convention No. 26 of 1928 and Convention No. 131 of 1970. Both Conventions provide for the establishment of minimum wage-fixing machinery in consultation with employers' and workers' organizations.

The 1928 Convention covers industrial and commercial workers, and the 1970 standard can be applied to any group of wage earners, and indicates some of the factors to be taken into account in setting minimum wages. These include the needs of workers and their families, the general level of wages in the country, the cost of living, social security benefits, and the relative living standards of other social groups, as well as such economic factors as the desirability of maintaining a high level of employment.

Italy recently ratified 11 more International Labour Conventions, including Convention No. 123 specifying that the minimum age for employment in underground work shall be 18. Spain has ratified 20 more Conventions. This brings the number of conventions ratified by Spain and Italy to 78 each, and the number of ratifications of International Labour Conventions by ILO member States to 3,742.

■ The United States Government invested over \$303 million in its summer job programs in 1971. More than 824,000 job opportunities were made available—674,000 through federal Government programs, and 150,000 through the efforts of the National Alliance of Businessmen, which works with the Government but does not receive public monies. Of the federally provided jobs, the Neighbourhood Youth Corps provided more than 609,000. An additional 63,000 jobs were available in the Federal Summer Employment Program for Youth and 2,000 in the newly established Youth Conservation Corps.

Learning the art of retirement



Len Douse

H. L. (Len) Douse recently retired from his position as Chief, Section on Older Workers, Department of Manpower and Immigration (LG, March, p. 171). Mr. Douse joined the Canada Department of Labour in 1948 and moved with his Section to the newly created Department of Manpower and Immigration in 1966. Since 1959, either Mr. Douse or one of his staff prepared an article each month for The Labour Gazette. Mr. Douse started in 1970 to lead a pre-retirement seminar for the Adult Education Division of the Ottawa Board of Education and continued after his retirement.

"To know how to grow old is the master work of wisdom, and one of the most difficult chapters in the great art of living."

Henri Frederick Amiel, the 19th century Swiss essayist who made the above statement a hundred years or so ago, might well have been referring to the importance of education to prepare for retirement. This is a type of study in which increasing numbers of Canadians are participating today. Educational preparation for retirement was unknown in those days, however.

In Amiel's time, retirement from one's occupation at a specific age was most uncommon. The occasional person who had financial means might decide to take things a bit easier in his 60s, but the vast majority of workers remained on the job until death—unless injury or sickness forced them to leave earlier. Most elderly persons who were unable to continue work depended upon their families to support them. It was common in those days for homes to contain three generations of the same family, or for Grandma and Grandpa to continue living in their own home, usually in the same community, with sons and daughters contributing to their maintenance, each according to his or her means.

These customs of our forebears may appear unduly hard and unfeeling, but continuing in harness until life's end had its advantages. **Elderly people did not face retirement problems. They suffered no loss of prestige, status or esteem. They did not endure the loneliness of being separated from former friends and fellow workers. Indeed, sometimes they gained in prestige, because there was**

more tendency in those days to associate aging with the development of wisdom. Master craftsmen were generally considered to be better when they were advanced in age because of their greater experience. Wisdom was sometimes attributed to elderly people merely because of age, and in many cases must have been undeserved.

Progress in medical science since the 19th century enables many more people today to reach the later ages—the 60s, 70s, and 80s—than was the case 75 to 100 years ago. It is rather paradoxical that, as increasing numbers of workers reach the 60s, many of them in good health, willing, wanting and able to continue productive employment, the opportunities for their doing so are diminishing. The present trend, which may or may not last, is for earlier and earlier retirements.

A recently published report of the Organization for Economic Co-operation and Development (OECD) titled, "Flexibility of Retirement Age," presents strong arguments for flexibility of retirement ages, rather than arbitrary or compulsory retirement ages. It states on p. 148: "The retirement age should be flexible in both directions (symmetrical flexibility). A person should not be prevented from postponing his retirement, but similarly he should, as far as possible, meet with no obstacles if he wishes to retire before the 'normal' age."

The new amendments to the Canadian Government's Public Service Superannuation Act permit a federal employee, who has reached age 55 and has at least 30 years of pensionable service, to retire and receive an immediate annuity with no actuarial reductions because of early retirement. The amendments also permit the employer, under certain conditions, to waive any actuarial reduction that would normally occur for employees aged 55 or over with less than 30, but more than 10 years pensionable service, who do not retire voluntarily.

Perhaps this action in the federal Public Service will encourage similar action among private employers.

If earlier retirements, as low as age 55, become the accepted pattern, the increased costs of providing incomes for the retirees may have such an economic impact on pension schemes that doubts will arise as to the desirability of this practice. Furthermore, unless provi-

sion is made for automatic increases in retirement income to offset rising living costs, many of the early retirees will be demanding jobs and a return to the labour market when they consider that their incomes are no longer adequate. It seems likely that the only method of ensuring that most retired people stay retired would be to build into pension schemes provision for escalation of incomes to match rises in the cost of living—and this could be extremely costly. These potential effects of earlier retirement could result in a swing back to later retirement ages in a few years.



The purpose of this article is to discuss education for retirement—not the advantages, disadvantages or effects of earlier retirement. It is important to remember, however, that **earlier retirement means many more years of leisure time, thus emphasizing the need for proper planning and preparation for those years. Education for retirement is designed to help people to plan and prepare for the later years.** No one questions the need for preparation for the working years of life; and now there is a growing recognition of a similar need to prepare for another significant phase of life—the retirement years.

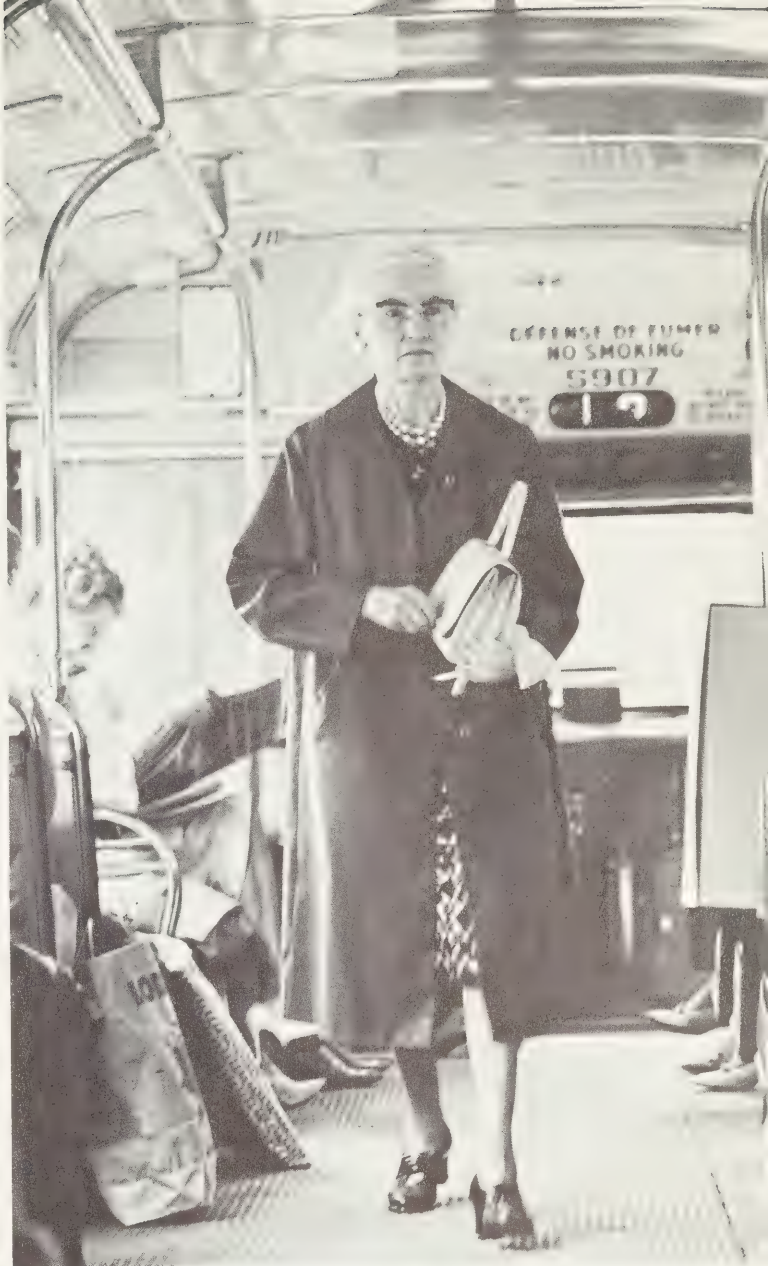
Retirement today is likely to mean 15, 20 or more years of living in a society that is constantly changing. To find contentment, a purpose in life, and a satisfactory and worthwhile way of filling these years in a manner compatible with our interests, natural inclinations and

individual characteristics is a challenge that demands intelligence, imagination, initiative, planning and preparation. The last 20 or 25 per cent of our lives can be years of joy and satisfaction—or they can be years of sadness, despair, hardship and hopelessness. Good health, an adequate retirement income, and proper planning and preparation cannot guarantee contentment or happiness during the evening of life, but they can help us to meet the problems and challenges of withdrawal from the world of work.

Who should be responsible for providing opportunities for preretirement education? This is a debatable question. Should the responsibility lie with employers, unions, governments, educational authorities, society in general, or with the individual himself? As mandatory retirement results from employment policies, it might be argued that employers should help their employees to prepare for retirement. Employer-encouraged or arbitrary earlier retirements would seem to add weight to this obligation. Enlightened employers are increasingly recognizing some responsibility in this area. **Excellent company-sponsored preparation-for-retirement programs exist. There are also programs sponsored jointly by companies and unions. This is an area where labour and management can usually co-operate in harmony.** Unions have played prominent roles in promoting and sponsoring education for retirement.

Several years ago, I participated in a workshop on preparation for retirement. In attendance were sociologists, social workers, pension consultants, federal and provincial government officers concerned with the field of aging, and representatives of industry, organized labour, and several different professions. There was general agreement, even then, about the need for preretirement preparation; but no agreement was reached as to who should be responsible.

It was suggested to the representative of one large company, which had for many years conducted a successful preretirement program, that his firm must have recognized its obligation to employees. The spokesman vigorously denied this, and he pointed out that company policy considered that obligation to its employees ended with the provision of retirement income through a pension plan. Why, then, did his company put money, time and effort into such an excellent preretirement program? He explained that it was a matter of good corporate citizenship. His company recognized that **society had a responsibility to provide educational opportunities for its retiring citizens, and that it was good citizenship on its part to make the contribution it did. He also conceded that it was good public relations for his firm.**



It is reasonable to assume that we all bear some responsibility for meeting the need for education for retirement—employers, union members, employees, members of society, and individuals alike. Community responsibility becomes evident in the establishment by adult educational authorities of evening preretirement seminars and courses. Two examples are Toronto and Ottawa. In Toronto, retirement-preparation courses have been conducted for some years: one two-hour session a week for several weeks. In the winter of 1969-70, one such course in Toronto was held for 24 weeks. It had 25 registered participants and an average attendance of 22.

In Ottawa, the Board of Education's Adult Education Division, under the leadership of its Director, Mac M. Boyd, initiated education-for-retirement seminars about five years ago. They have been running ever since. They grew from 8 to 10 sessions, then in 1970 to 12 weeks. The 1971 winter seminar, which had 41 participants and an average attendance of 34, also ran for 12 weeks. As far as is known, this 1971 Ottawa seminar was the largest preretirement group ever assembled in one class in Canada, and probably in North America.

Plans are being made to lengthen the Ottawa seminars to 15 weeks, beginning in October 1971 and continuing into 1972. If the demand is sufficiently great, these seminars will be modified to accommodate up to 50 participants in one group. To date, the ages of the Ottawa participants have ranged from 40 to the early 60s, with the majority in their middle 50s.

It is obvious that, **when so many middle-aged people are willing to pay fees of \$25.00 (for a single person or a married couple) and attend preretirement sessions week after week, often turning out in sub-zero temperatures and snowstorms, there is a demand for preretirement education.** I served as leader during the last two Ottawa seminars and expect to continue in this capacity during the forthcoming 15-week seminar in 1971-72, and I was greatly impressed with the determination and enthusiasm of all participants. They came from industry, business and federal Public Service, and included most ranks of employees, up to the executive and professional level. In at least one province, three-day regional preretirement seminars have been held in most areas. These

three-day seminars, sponsored by a provincial government department, provided 24 hours (three 8-hour days) of lectures and discussions on the same or similar topics covered in the usual 12 weekly two-hour sessions. Regional seminars do have the advantage of providing some preretirement education to a large number of people in a short period of time. Their disadvantage is that it is difficult for most people to absorb so much knowledge in such a short time. A more lasting impact can be made when the same hours are spread over 12 weeks. These three-day seminars, however, have succeeded in interesting a great many people in education for retirement, and in stimulating them to continue such studies on their own.

Recently, the federal Department of Public Works, under the leadership of Deputy Minister John A. MacDonald, pioneered federal action by conducting an experimental two-hour-a-week, ten-week preretirement course for its Ottawa employees. This program further demonstrates employer recognition of the obligation to provide such a service for retiring employees. The Public Works program was well received and successful, and I have been informed that plans are being made to extend it to the Department's employees across Canada. The Public Works' course was planned and conducted by Alex Gillespie and Frank McGuigan of the Department's Personnel Administration Directorate. Judging by requests I have been getting for information, other departments are also interested in similar action.

The advance studies made by Public Works led to the conclusion that **those who have had satisfying lives, cultivated outside interests over the years, and can count on an adequate retirement income and reasonably good health, can make the transition from work to leisure with little difficulty.** Troubles are more likely to arise for those who have done no planning or preparation or have done so unrealistically. At one extreme are the pessimists. To them, retirement appears to be the end of the road, a time of worthlessness and misery. At the other extreme are the overly optimistic who look forward to retirement as a totally enjoyable time of relaxation, contentment and happiness. Reality seldom reaches either extremity. It usually lies somewhere in between—and the Public Works' preretirement program was designed to help people plan and prepare for a middle-of-the-road retirement that would suit their personal habits and desires.



My hope is that the leadership given by the Department of Public Works in the field of education for retirement, together with the pressures generated by earlier retirements, will either spur other federal departments to establish preretirement programs, or lead to co-ordinated inter-departmental action in this field.

It is conceivable that a combination of pressures from retirees, governments and community adult education authorities might result in arousing more widespread interest in preretirement education among employers and organized labour. Admittedly, it is difficult for small employers to establish programs for a few employees; most of the company or company-union sponsored programs are in large enterprises. But smaller employers might urge the setting-up of evening preretirement courses in community secondary schools, where they do not already exist. They could then encourage their middle-aged employees to attend these evening sessions by paying all or part of the school fees.

Sudden cessation of employment, particularly for an employee who has worked for many years at the same occupation and with the same associates, has a psychological impact on a person that may adversely affect mental and physical health. A worker may be totally unaware of the significance of the work environment to his life and that of his family until it is suddenly removed. The greater the involvement in and dependence on one's working life, the greater the shock the change to a new life pattern.

But careful preparation, planning and study in the years prior to retirement can lessen this shock, and smooth the transition from work to leisure, so it is worth the time, effort, and money that it takes. If education for retirement can help a potential retiree to develop a philosophic and positive attitude toward aging and retirement, it has justified its establishment if it does nothing more. Experience has indicated that a well-organized preretirement program does help most participants.

There are advantages for an employer when he encourages education for retirement among his middle-aged employees. Such education can help to prevent slackening productivity among workers nearing retirement. By assuring his employees that he continues to be interested in their well-being, he helps to reduce worry and pro-



mote feelings of security and loyalty. Such feelings help to maintain morale, self-confidence and the desire to achieve and accomplish. At the same time, the employer's concern enhances his image as a good employer in the eyes of employees and the community.

Planning and preparation for retirement can also lead to greater acceptance of an arbitrary retirement age by developing positive attitudes toward retirement.

The basic objectives of education for retirement are to assist participants to adjust—psychologically, financially and attitudinally—to what should be a well-deserved promotion to the plateau of retirement. Society generally does not regard retirement in this light—but it could

be conditioned to do so. Persons approaching retirement might aid the process and boost their own self-confidence by learning to regard their new status as a well-earned reward after a lifetime of actively contributing to the nation's economic growth. Despite their increasing numbers, retired persons are still members of an exclusive group deserving society's respect and admiration.

The well-planned preretirement course usually emphasizes the positive aspects of retirement—for example, the freedom from routine and the slavery of the clock, and the new time available for doing the things one has always wanted to do. This does not mean that a study group should avoid discussion of problems; it should concentrate on positive and practical ways of resolving them. The general rule should be to “accentuate the positive,” and this principle should be woven like a thread through all the sessions, regardless of the subject being covered on a particular night.

The subjects studied in an education-for-retirement program can be broadly grouped into six categories: health, physical and mental; finance, income maintenance and development; living arrangements; legal problems; social problems and use of leisure time; and development of a retirement philosophy.

Emphasis and pattern may be varied according to the needs and interests of the group. Experience has shown that there can be considerable variation of interest among different groups. For example, a medium- to high-income group may be extremely interested in investments, bonds, stocks and mutual funds, whereas a low-income group may prefer to discuss hobbies, part-time employment or other activities that could produce after-retirement income.

A comprehensive preretirement course includes the following lineup of subjects:

1 Maintenance of health, physical and mental: food, diets, nutrition; exercise; mental attitudes; importance of regular medical checkups.

2 Finance: company pensions, Canada and Quebec Pension Plans and Old Age Security; investments (stocks, bonds, mutual funds, real estate); insurance (life, endowment, term, and annuities); comparison of living costs before and after retirement (many costs can be lowered after retirement); budgeting (practice living on



retirement budget at least one year prior to retirement); financial security—aid to mental and physical health (use of credit, taxes); and consumer services (counselling, purchasing, advice on contracts).

3 Living arrangements: owning versus renting, houses versus apartments, city versus suburbs, urban versus rural living; condominiums; trailer and cottage living; and geographical locations.

4 Legal problems: wills, bequests, estate taxes, marriage rights; legal aid; warnings against swindlers; and general legal questions.

5 Social problems and use of leisure time: possible loss of status and prestige because of retirement, family problems and relationships, importance of friends and neighbours (an active social life as opposed to withdrawal from social activities, cultural, community or political involvement); travel (ways of travelling inexpensively, cruises and cargo ship, or freighter travel, planes, buses, trains, reduced rates for over-65s, charter tours, motels, hotels, resorts, campsites, south in winter, comparisons of costs and conditions; hobbies (for relaxation, enjoyment or profit-making); community activities (volunteer work, local politics, church work, senior citizen centres); continuing education (formal and informal education, keeping the mind active); and employment (part-time, full-time or self-employment).

6 Development of a retirement philosophy: a personal retirement philosophy should be developed prior to retirement; the continued challenge of retirement (retiring to new activities not from old ones); and attitudes (imagination, initiative, positive thinking and sense of humour).

My experience in the field of education for retirement leads me to suggest that it is useful at the opening session of a seminar to discuss retirement and its problems in a generalized way. The inter-relationship of all the problems and challenges should be clearly explained. Relevant questions of as general a nature as possible should be raised, and the opinions of as many participants as possible sought. In this way, some insight into the needs and interests of the group can be obtained. The balance of the whole program can then be adjusted and slanted to meet those specific needs and interests.

The topics suggested here can be modified, added to or expanded to meet the requirements of any particular group. **In most courses, time does not allow exploration in depth of most of the subjects covered. This gap in**

the provision of knowledge can be offset to some extent by distribution of mimeographed material related directly or indirectly to the topics studied.

To ensure that the material is read by group members, documents should be distributed one or two at a time, and spread over the whole course. The Section on Older Workers, the Manpower Utilization Branch, Department of Manpower and Immigration, can usually supply free quantities of retirement material as well as literature on other gerontological subjects.

The sessions should be held, if possible, in a spacious room with participants grouped in a circle or oval, around tables facing each other. The informal round-the-table atmosphere is conducive to participation in discussion. If a session lasts for two hours or longer, facilities should be available for obtaining coffee. A blackboard or clipboard is useful, and access to a film projector and screen are essential. A lectern for guest speakers is needed, as a lecturer standing usually commands more attention than one sitting. The format of one successful plan keeps the first hour on a more or less formal basis, with the guest speaker or speakers delivering the presentation. The second hour is a completely informal round-table question, answer and general discussion period.

Course members, wherever possible, should have access to personal counselling. Some members of the group may have personal problems that they would be reluctant to raise in a group session. Programs sponsored by large companies are usually more fortunate in this respect, as they normally have professional personnel counsellors, psychologists and medical advisors on their staffs.

Finally, guest speakers should be selected with care. They should not only be experts in their fields, but also capable speakers, with some interest in and knowledge of aging and retirement.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

50 years ago



The “flying squadrons” of Goodyear Tire and Rubber Company Limited; a shorter work period in lieu of a staff reduction; the proverbial beating of swords into ploughshares; and the promotion of rural industries—these were some of the topics reported in *The Labour Gazette* of 50 years ago, September 1921.

■ The Canadian factory of the Goodyear Tire and Rubber Company Limited at Toronto organized a body of 50 of its most expert workers, known as “the flying squadron,” to increase the efficiency of the plant, reduce accidents, check bad practices, and help to handle new problems of production. They were chosen from among

the best workmen in the various departments and were fully trained in all principal operations in the factory. Whenever any department was in need of men to balance production, members of the flying squadron made up the number. They were changed from one operation to another, making piece-work prices on the operation, with a minimum day-work rate guaranteed. When they became proficient in all operations in the factory they received a certificate as “master rubber workers” and were in line for higher positions. The flying squadron was soon credited with a reduction of accidents, 75 per cent of which were found to have occurred with inexperienced help. P. W. Letchfield, originator of the squadron plan, described its implementation at a parent rubber plant at Akron, Ohio, as follows: “Every squadron held a meeting once a week on company time, at which, among other things, the members brought up any condition or practice they had seen in the course of their work that did not strike them as in the interest of the business. Of the men who had finished the squadron courses, 98 per cent have been promoted, usually to the executive positions.”

■ The effect on the rate of production of reductions in working hours was discussed in a report by the Chief Inspector of Factories and Workshops of Great Britain. It was concluded that shorter hours had a beneficial effect upon the workers, perhaps more so than any other contemporaneous improvement in industrial conditions. The result in regard to production, however, varied according to the nature of the processes involved. When the process was almost entirely mechanical, output was reduced nearly in direct proportion to the reduction in hours; but when the attention of the workers was involved, a decline seldom followed, and an increase was often noted. This general conclusion agreed with that reached by investigators in an inquiry into the effect of shorter hours on production in the United States (LG 1920, p. 696). The British report noted that, since the war, hours of work were generally reduced in Britain and rarely exceeded an aggregate of 48 a week. The reduction was made in almost all industries without legislation, mostly by consent of the parties concerned. In order to further diminish fatigue, many firms had arranged for a short break in the work in the forenoon and another in the afternoon, and others had lengthened the midday interval. These measures resulted in increased production. An American manufacturer, Henry H. Collins, writing at the time on this subject in an issue of *The Survey* (New York), also recommended the provision of rest periods, with refreshments, as an effective

tive means of lessening industrial fatigue, which, according to another writer (B. J. Newman in **Modern Medicine**, February 1921), was the cause of economic loss estimated at 20 cents per worker per day.

■ A shorter work period, often suggested as a means of ending unemployment, was sometimes brought about by a lack of demand for a company's product. For instance, at a meeting of the Carmen's Union at London, Ont., on August 16, the employees of the G.T.R. car shops voted almost unanimously to work only three weeks each month in place of a reduction of 20 per cent in the staff. A similar choice was offered to the G.T.R. shop employees at Stratford.

■ Concerning the adoption of the biblical adage of beating swords into ploughshares and spears into pruning hooks, figures from the Soldiers' Settlement Board showed that 26,445 returned soldiers had been settled on land, 5,980 on free lands without loans, and 20,465 on purchased and free lands with loans. There were 4,854,792 acres occupied by soldier settlers, approximat-

ely one half being free land. It was estimated that 600,000 acres of new land had been broken. A total of \$83,884,210 was granted for loans to purchase land, to remove encumbrances, for stock and implements, and for permanent improvements.

■ Hon. E. C. Drury, Premier of Ontario, in a Toronto speech suggested, as a partial remedy for unemployment, a revival of the village industry idea, as far as it could be practised. The advocates of rural economic expansion claimed that, by increasing the prosperity of rural life and judiciously combining and supplementing agricultural work with selected home industries, it was possible to: (a) check further rural depopulation and immigration; (b) redistribute men and their families on the soil; (c) foster agricultural activities, and particularly to render small holdings economical; (d) increase the economic stability of all classes of rural workers in times of depression; (e) balance industrial forces by distributing instead of concentrating workers; and (f) restore the national standard of health. It was thought also that recent developments in motor transportation would make the scheme easy to put into practice.

Book reviews

"Meeting Managerial Manpower Needs," by B. A. Keys, F. G. Thompson and M. Heath, Economic Council of Canada, 1971, 83 p., \$1.25.

"Canada is . . . rapidly moving out of an extended period of persistent shortages for many types of higher-level manpower into an extended period of relatively ample supplies of such manpower," says the Economic Council of Canada in a recent report. It is imperative that industry make concrete plans to utilize this resource or "company objectives may have to be compromised."

To assist in this process, three Council researchers—B. A. Keys, F. G. Thompson and M. Heath—investigated the "best practices" currently used by 46 companies already engaged in manpower planning and development for management and professional categories. They

also conducted a survey to obtain from these companies an estimate of their projected needs for these personnel from outside. The results indicate that even these companies have serious lacks in their programs.

The philosophy of manpower planning has become a more popular theme in management jargon in the past few years. The Council report contains an extensive bibliography of material dealing with the concept and its various integral parts. From their research the three authors of the report were able to develop a simplified manpower equation to correlate practice with theory: "Demand for manpower present and future, when matched with supply currently available after attrition, reveals needs for training, development, recruiting and shifting." Demand, supply and need are then further divided into requirements that, if properly met, constitute an ideal manpower planning program.

To assess demand, a company must first have systemized corporate planning. Best practice here would require "a comprehensive document of goals, objectives and strategies . . . prepared for several years ahead for the entire company, together with a written statement of short-term plans and objectives in specific quantitative terms." All operational levels would be fully aware of this document, and it would be reviewed and revised periodically. Subject to its corporate plan, the individual company would then identify the jobs in the management and professional categories in terms of "job interrelationships, descriptions, and objectives," and might include "job specifications and acceptable levels of performance," says the report. Future jobs should be identified in terms of numbers and general qualifications required. Although most of the companies in the study followed the best practices in corporate planning, a few had made their plans too general. **In job identification, the situation was more serious: jobs and job relationships were not well defined, and future jobs were often ignored.**

To assess supply, there should first be a current inventory of personnel. The inventory must be kept up-to-date and complete, and it should include "information on education, experience, aptitudes, performance, training and development, career preferences, potential, and recommendations for the future." This information must be readily accessible for recruiting and planning purposes. A significant number of companies did not maintain an inventory of the entire group; vital information on training courses, for example, was also missing in too many cases.

The next stage in manpower planning is to match demand with supply. The comparison process should be conducted regularly for both present and future needs to be properly determined. This is the heart of manpower planning, and also the most complex item. Of the 46 companies, only 50 per cent reported a regular, systematic matching procedure. Only 10 of the 46 undertook to match future jobs with available manpower.

Need was the most poorly observed aspect of manpower planning in this study. **Only half of the companies surveyed reported that they had a systematic plan for the training and development of their managers.** Only 18 of the 46 firms identified the purposes of training and development in consultation with participants. The emphasis in the training and development programs of the

majority was on improvement of current performance, with no regard for future matching-up. In only 13 per cent of the companies was career planning being used—and even then it was usually restricted to senior management or a small élite of high-potential managers, or to the early stages in the careers of new recruits. Furthermore, the employee did not always know about the plan to begin with. Replying to the survey, only 20 of the 46 firms were able to provide the information requested on the training courses they offered the previous year—that is, on-the-job training through to formal educational leave. Some did not record the information; others buried it in departmental records. Those who did report provided data that administrative courses were given preference, followed by technical courses; human relations courses were used the least. Companies used recruiting requirements to meet some of the need they failed to make allowance for in training practices. Thus, more than one half of the group expressed a preference for candidates who had had work experience.

Commenting on the survey, Council Chairman Arthur Smith said he hopes that the results would encourage corporations to give higher priority to the planning and development of professional manpower needs. In their conclusions, the researchers pointed out that, whatever the various avenues for further research, "important opportunities exist now for the wider application of co-ordinated procedures."

Innovations in Industrial Organization and Labour Relations, 19th Annual Conference of McGill University's Industrial Relations Centre, March 4-5, 1970, Graphic Enterprises, Montreal, 143 pages; \$4.50.

The book consists of 10 papers delivered at the annual two-day Industrial Relations Conference in Montreal last year (LG, May 1970, p. 346), along with the résumé of the discussion that followed each paper. The 1970 conference was organized to examine changes in government roles, management policies and labour participation, and generally to explore the new trends and developments in the world of Canadian industrial relations.

One keynote paper, "Innovations in Management Organization, Corporate Structure, and the Social Relations of Industry", prepared by Neil Chamberlain, Graduate School of Business, Columbia University, was read by William A. Westley, Director of the Industrial Relations Centre, in Prof. Chamberlain's absence. The technological developments and economic growth of our times, he said, have posed a radical challenge to an

important element in our value core—the belief that we as individuals should have some influence over the social systems of which we are a part. “That challenge,” Prof. Chamberlain said, “thrusts itself brutally forward in so many ways as the growing scale and complexity of our social organisms render them more and more impersonal, seeming to dwarf the individual and to rob him of his individuality, to reduce the frontiers of his discretion to interpersonal relationships or idiosyncratic behaviour.”

Prof. Chamberlain’s paper went on to say that the universities “have borne the brunt of dissident youths who object to assembly-line education for assembly-line jobs, even if the latter entitle them to wear a white collar.” Minorities of all sorts, he said, have been struggling to avoid that tyranny of the majority that Alexis de Toqueville and John Stuart Mill both foresaw as long ago as 1840. “This drama of discontent has enormous philosophical implications that I will not presume to discuss today. It raises questions of whether the necessary and inescapable pressures for ever larger social systems have been adequately balanced by the devolution of discretion to small social subsystems,” he said. “It brings into issue whether the need for tighter social controls over individual behaviour in certain respects—to make life livable in a more crowded and complex world—has been adequately offset by a conscious contrivance of ways in which small units can effectively participate in their own government, and it opens up for discussion whether at some point competitive pressures for economic efficiency should not be curbed in the interests of a richer social life.”

Fred C. Whitney, Industrial Relations Manager, Alcan Mill Products, spoke on the elimination of time clocks at Alcan Kingston Works, and the establishment of a salary policy for hourly-paid employees. “The elimination of clock cards developed a certain trust between the employees and the company. The atmosphere in the plant was better. But even after the clocks were eliminated, bells were still ringing in the plant,” Mr. Whitney said. “The foremen asked why we were still ringing bells . . . so we eliminated bell ringing . . .”

Andy Andras, Director of the Legislative Department, Canadian Labour Congress (who died May 14), discussed the union view of social change. Projecting his thoughts into the future, Mr. Andras could visualize a society where the machine would take over many jobs. **“There are some who say we are moving into a non-working society where the machine will produce everything, where work will be largely unnecessary, where income will be paid merely on the basis of existence. If you are there, you get money; if you are not, well, you don’t,”** he said. “I am inclined to believe we are moving more and more into a leisure society, but . . . it may be that something quite different will occur. When I was preparing my notes I suddenly remembered a book I had a long time ago . . . by Kurt Vonnegut, Jr. The book, called **The Player Piano**, was about a computerized society. There are two classes of workers in it: those who work with skill and enjoy status and income, and then the rest who have been discarded as redundant. For them there is ‘make work’ only. They dig holes and fill them up again. It is a kind of 1984 society that Vonnegut describes. But certainly it is a possibility, particularly if a society exists or continues to exist without any kind of moral concern about the implications of technological science.”

Mr. Andras believed also that unions would undergo substantive changes in their institutional forms and the techniques used to meet corporate changes. He said that an obvious and inevitable change would be the reduction in the number of trade unions, with larger and more powerful ones confronting larger and more powerful corporations.

Other papers were: “The Changing Role of Government in Labour Relations,” by Robert Sauvé, Deputy Minister of Labour for Québec; “Human Problems Confronting Contemporary Management-Labour Relations,” by M. Scott Myers, Management Research Consultant, currently on sabbatical from Texas Instruments to MIT; “Organizational Change in a Retail Industry,” by John Paré, Assistant Vice-President, Personnel, Northern Electric; “Problems and Prospects for the Seventies,” by Hon. Bryce Mackasey, Minister of Labour; “The Introduction of Works Councils into the Northern Electric System,” by Charles Baillie, Co-ordinator of Works Councils, Northern Electric Company, and Jim Garrett, Manager of Production, Manual Shops, Northern Electric Company; and “Discipline without Punishment,” by Dr. John Huberman, Consulting Psychologist, Vancouver.



The final plateau

Part 2

by Peggy Butler

Peggy Butler is Editor of **Task**, published by the Ontario Department of Labour. The accompanying article was extracted from a recent issue of that publication. The first part of this article appeared in the August issue of *The Labour Gazette*.

Attention became more sharply focused on the problem of the older worker in 1966, when the first Canadian Conference on Aging was held in Toronto, and the Report of the Special Committee of the Senate on Aging was published. Both the conference and the committee called for studies on retirement, and for the establishment of programs involving management, labour, government and voluntary agencies to counsel and prepare people for retirement. Since then, an increasing amount of literature on the subject is appearing; many government and voluntary agencies have set up sections dealing with education for retirement, and education authorities have established or are considering preretirement courses.

The importance attached to preparation for retirement by workers in the field of geriatrics was emphasized in a number of papers presented at the 23rd annual meeting of the Gerontological Society, held in Toronto from

October 21 to 24. The Society, which came into being in 1945 to promote the scientific study of aging and to advance the utilization of research in the development of public policy, has a membership of over 4,000 and includes scientists, social workers and others interested in the problems of aging. Most of them are in the United States, but there are members in many countries around the world, including Chile, India, Italy, The Netherlands, Japan and Hungary.

It was the first time that the annual meeting was held in Canada. Over 700 delegates attended, and papers were presented to report progress in the biological sciences, clinical medicine, psychological and social sciences, and social welfare.

Dr. Abraham Monk of the State University of New York School of Social Welfare reported the findings of a study on the preparation for retirement by a group of well-functioning administrative and professional men aged between 50 and 59. It was found that, **rather than planning for it, the subjects in the chosen group gave all indications of denying retirement and preparation for it as if it were a stigma and an insult to their self-esteem.**

Among answers recorded during the study were remarks such as "I could not retire . . . I am too active, my urge to be useful is too strong . . . nobody retires from life unless he is dead . . ."

"The American industrial society, which provides role models for practically all stages of the life cycle, has failed so far to generate satisfying options for the years that follow the institutionalized event of retirement," said Dr. Monk. "For many men who have devoted all their life to work, there is nothing to substitute for it once it is taken away from them. This applies very specially to the executives and professionals, usually described as 'doers.' Therefore, if retirement constitutes a complex problem area, its alleged trauma can only be lessened through some form of systematic anticipation."

Use of leisure time

"Ours is a work-oriented and not a leisure-oriented culture, and individuals now in their middle age will arrive in old age essentially unprepared for the meaningful utilization of large amounts of free time," said Dr. Eric Pfeiffer, Associate Professor of Psychiatry at Duke University, North Carolina. He presented a paper to the conference on research into the use of leisure time in middle life, carried out by Duke University's Center for the Study of Aging and Human Development.

The research is part of a large longitudinal study of middle and old age that is following 500 men and women aged 45 to 69 for a period of six years, and it seeks to determine some of the social, psychological and physical determinants of adaptation in this age range.

Dr. Pfeiffer reported that **the majority of the subjects questioned would still work, even if they didn't have to (85 per cent); that they derived greater satisfaction from their work than from their leisure activities; that only a small percentage thought they did not have enough free time; and that subjects who were employed or engaged in business had experienced fun more recently than non-working subjects.**

"In order to avoid serious degrees of dissatisfaction in old age, our society must provide either more training for leisure in middle age or more opportunity for continued employment in old age. Or we must create a more even distribution of both work and leisure over the life span.

"Perhaps a combination of education for leisure and flexible retirement policies might work best in the U.S. One possible way of accomplishing this would be to increase vacation time after 50 or 55 by two weeks each succeeding year.

"Part-time or part-year work might then be continued past the so-called retirement age to the extent an individual wished or was able to work. In the process, individuals might gradually learn to use increasing amounts of free time meaningfully and enjoyably."

(Writing in the **Globe and Mail** on June 12, 1970, Wilfred List reported signs that unions were beginning to introduce into their contracts sabbatical or extended vacation clauses, vacation bonus clauses, and provisions for easing workers into retirement. Such provisions, which are featured in collective agreements in the pulp and paper industry in Central and Eastern Canada and in some agreements in the steel industry, tie extra vacations into preparation for retirement by providing an extra week's vacation at the age of 60 after 25 years of service. The vacation period is increased annually until the employee receives five extra weeks at the age of 65.)

Canada's own long-term study on aging has now reached the half-way mark and has already gathered a great deal of material of interest to sociologists and psychologists. Headed by Lawrence Crawford, Director of the Homes for the Aged, Office on Aging Branch of Ontario's Social and Family Services, and supervised

by Jean Matlow of the Office on Aging, the study began in 1959 with a sampling of 2,000 men of 45, ranging from labourers and skilled workers to teachers and lawyers. It will continue until the survivors reach 65 in 1979, and is expected to provide a penetrating and comprehensive record of what happens to a man and his family from the time he reaches middle age until he faces retirement.

Each year the participants answer a questionnaire, and interviews are carried out by field workers centred in 19 Ontario communities. The purpose of the project is to evaluate over the years: the socio-economic and health changes that accompany aging; the ways adjustments are made to alterations in the manner of living; and the effectiveness of all services (current and contemplated) for aging persons.

Although no thorough analysis can yet be given, interesting patterns are already evident, as reported in **The Ontario Psychologist** earlier this year. For instance, **it appears that the higher the income and the greater the level of education of participants, the more eagerly retirement is anticipated. Primary workers (farmers, miners, etc.) differ significantly from other groups in their attitudes: only 20.7 per cent look forward to retirement, whereas 41.5 per cent of white-collar workers welcome the prospect.**

Many men in the study do not approve of arbitrary retirement at all, but, because they work at jobs that have a set compulsory retirement age of 60 or 65, they are forced to face the problem. They cite as the most disagreeable aspects of retirement: not meeting people at work (77.6 per cent); having no daily routine to follow (64.8 per cent); having too much free time (71.7 per cent); and having to stay at home too much (59.1 per cent).

Positive adjustment

"So many people come to retirement with no preparation, no idea of what to expect, and no plans for what to do with their leisure," says Jack L. Lerette of Toronto, President of the National Pensioners and Senior Citizens Federation, which was founded 25 years ago and has hundreds of thousands of members across Canada. He is also serving his eleventh term as President of the United Senior Citizens of Ontario, which started in 1956 and has some 70,000 members.

"From my experience with senior citizens, I can say that **the ones who make some preparation before they retire are the happiest. People who don't use their minds and their physical capabilities when they stop work dete-**

riorate faster than those who have some interest. I've seen people just disintegrate and die within three years."

Mr. Lerette knows at first hand what he is talking about. Now 77, he retired at 65 in 1958. After working for Goodyear, he spent 13 years on the staff of the United Rubber Workers of America, the last five years as Canadian Director of Research and Education. He confesses that for three or four years before his compulsory retirement he worried—"I didn't know what it would do to me."

Now he spends up to 12 hours a day serving the interests and welfare of other retired people. The two organizations of which he is president exist to work for financial betterment for pensioners, to form social clubs, to guide older people, and to assist them in using their leisure.

Lerette has no quarrel with compulsory retirement. He views it as a fact of life, here to stay, and in the best interests of the workers in most cases. But he believes that people should learn to adjust to retirement positively, and that they should be given help in making preparations for what is, in effect, a new phase of life.

"A change of attitude toward retirement is necessary," he says. **"If only workers would face up to the inevitable fact, in good time, that they will have to retire at 60 and 65, they are less likely to end up watching television for 12 hours a day or looking at the four walls."**

"Preparation should start in the 50s. People should find out what their pension will do for them and what kind of standard of living they can afford. They should make provision for living and health care arrangements. And above all, they should begin to develop some real outside interests, such as part-time work or hobbies or joining clubs, that will keep them in contact with the community after retirement."

Pre-retirement education

He believes employers can help ease the transition by providing guidance and encouragement, in the form of educational courses, to stimulate the development of leisure interests and planning during the last few working years. But he thinks that, to be successful, such programs must be geared to the special needs and attitudes of older workers. Courses would have to be organized during working time—"most older workers are pretty tired at the end of the day, and wouldn't bother to take advantage of courses run at night."

Although research into the problems of aging and retirement have gone on for some time, the development of systematic programs of pre-retirement education for workers is a recent one. It is perhaps most comprehensive in Britain, where the National Old Peoples' Welfare Council has organized a network of committees and councils to promote the creation of programs on company time and on company premises.

In Scotland, the Retirement Council of Glasgow organizes a "day release" scheme in which a number of companies participate. Workers approaching retirement are released from their jobs for a day a week for seven weeks to attend lectures at a college and discuss their plans for retirement.

In North America, industry's approach to preparing workers for retirement is confined largely to individual counselling, explanation of pension provisions and, in the case of a worker who requests guidance, a number of interviews to discuss specific problems. There are indications, however, that more companies are beginning to introduce the group-discussion type of program, in which several aspects of retirement in addition to income may be covered by lectures and an exchange of views.

Chrysler was one of the pioneers in this field, with a program jointly sponsored and run by management and the United Auto Workers; and in the past seven years, more than 6,500 older workers in the U.S. and Canada have participated. Workers and their spouses attend six two-hour group meetings at which health, legal and housing aspects, as well as leisure activities and other problems faced by retirees, are discussed. Doctors and lawyers and other experts are there to give advice, and participants are encouraged to talk over their worries.

The basic course and program was provided by Dr. Woodrow Hunter, Department of Gerontology, University of Michigan, where the first educational program for older people was conducted in 1948. The pioneering programs started at the University of Michigan, and a few years later at the University of Chicago, gave impetus to the development of preretirement projects by other American universities, adult education departments, church and other associations.

In Ontario, the Office on Aging of the Department of Social and Family Services drew up a night school course on preparation for retirement a few years ago, in collaboration with the Toronto Board of Education. The course, consisting of 24 weekly lecture and question sessions conducted by experts in the field, started at Northern Secondary School in 1966. Since then, there has been an annual enrolment of about 40 people.

In 1969 a course based on group discussion was presented at Eastern High School of Commerce and was so successful that this year a second course was started there for "graduates" from the two schools who wished to continue. Several community colleges have expressed interest in these projects.

Mental stimulus

But, however the concept is expressed or whatever measures are suggested, there is agreement that preparation plays a vital role in helping people adjust to retirement, and that lack of interests and mental stimulus in retirement can cause alienation from the community, despair and rapid deterioration.

There is growing recognition of the need to look on education, not just as a means of getting a job, but as a continuing process necessary for all stages of life. It can be of great assistance both to workers who want to remain in employment after retirement and to those looking for ways to use their new leisure time purposefully.

Dr. James B. Stroud, University of Iowa, states that we "should combat like the plague" the notion that the older person is too old to learn. And Dr. James Birren, University of California, an authority in the field of gerontology, claims that learning or mental activity is more important to successful living in old age than even housing or income.

Dr. Donald K. Grant, Director of Medical Services for Ontario Hydro, in recommending a well-organized program for second careers, says: "We must develop a new concept of leisure, and anoint it with some of the dignity that many ascribe only to work—there is a need to educate our people from an early age that there are other occupations or avocations than organized industrial work that are worth while, rewarding and productive in our community and social system."

To sum up in the words of Dr. Robert Butler, Washington psychiatrist: "Perhaps the greatest danger in life is being frozen into a role that limits one's self-expression and development. We need Middle Starts and Late Starts as well as Head Starts."

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

IRDI Act changes

Labour Minister Bryce Mackasey at the end of June introduced in the House of Commons a bill to revise the federal industrial relations law, the **Industrial Relations and Disputes Investigation Act**, which has remained unchanged since 1948 (LG 1948, p. 425). Under the Revised Statutes of Canada, 1970, soon to be promulgated, this Act is due to become Part V of the Canada Labour Code. It is for this reason that the Bill now before Parliament is described as an Act to amend the Canada Labour Code. The Bill represents a comprehensive revision of the 1948 Act. It contains more than 100 sections. Federal labour law applies to industries within the jurisdiction of the Parliament of Canada. Approximately 530,000 employees are covered. Highlights of the Bill are summarized below.

Extension of bargaining rights

Under the present Act, bargaining rights are available to "employees," but the word is defined in such a way as to exclude managerial and confidential employees and members of the medical, dental, architectural, engineering and legal professions. As a matter of legal interpretation, certain other individuals who have some of the characteristics of employees and who work in a relationship of economic dependency are also denied access to bargaining rights.

The Bill extends bargaining rights to all professional employees, subject to a statutory expression of preference for separate bargaining units. It would also make

such rights available for the first time to owner-operators of trucks in a position of economic dependency and to fishermen engaged on a "share-of-the-catch" basis.

The Labour Relations Board would have discretion to include in a bargaining unit employees whose duties include the supervision of other employees, but persons performing managerial functions and employed in a confidential capacity in matters related to industrial relations would continue to be excluded from the definition of "employee."

Labour Relations Board

Under the present Act, there is a part-time Labour Relations Board consisting of a chairman and not more than eight other members representative in equal numbers of employers and employees. The Board is concerned mainly with the determination of bargaining units and the certification of bargaining agents.

It is now proposed that the Board be reconstituted as a full-time body comprising a chairman, a vice-chairman and four members—although the size of the Board could be increased, if the need should arise, by the addition of another vice-chairman and up to four more members. The board would have substantial new responsibilities

relating to provisions in the Bill governing unfair practices, individual rights and the effects of technological change. Its orders would be enforceable in the Federal Court.

Unfair practices

The present Act identifies as unfair and prohibits certain practices by employers or trade unions. The provisions in question are designed to preclude employer interference with the organization or administration of a trade union or the operation of the collective bargaining process. Responsibility for adjudication and enforcement of these provisions rests with the courts.

In the amending Bill, the unfair practice provisions are strengthened and extended in such a way as to offer additional protection for employers and trade unions and for individual employees and trade union members. There is no restriction on forms of union security—and, indeed, there is provision for the voluntary revocable check-off as a minimum standard—but the individual employee is protected against loss of employment because of a suspension or withdrawal of union membership for any reason other than a failure to pay dues. The discriminatory application of union membership or disciplinary standards is prohibited.

Responsibility for adjudication of unfair practice complaints would be transferred from the courts to the Labour Relations Board. The Board would be empowered to issue prohibitory and compliance orders and to order reinstatement and payment of compensation for lost pay. It would not be empowered to award damages in the ordinary sense or to levy fines. Illegal strikes and lockouts would remain, as at present, a subject for prosecution in the courts.

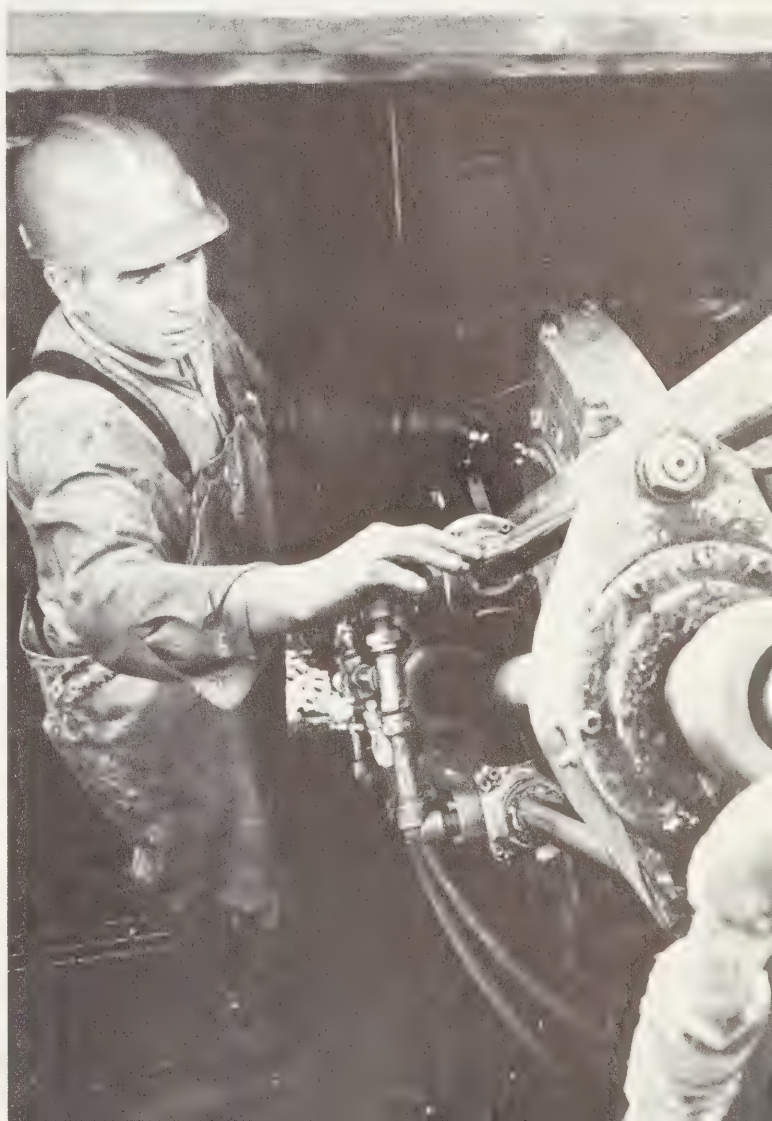
Certification

Present legislation makes provision for the determination of bargaining units and the certification of trade unions as bargaining agents. To be certified, a union must demonstrate, to the satisfaction of the Board, that it has as members at least a majority of employees in a defined unit. In making its decision on this question, the Board has complete discretion as to whether or not it will order a representation vote, the results of which are determined on the basis of a majority of employees eligible to vote.

Under the provisions of the Bill, a union seeking to displace an existing bargaining agent would still have to claim majority support at the time of application. But a union seeking certification for a unit without a bargaining agent would be entitled to a representation vote if it could demonstrate membership support of between 35 and 50 per cent. And the results of a vote would be determined on the basis of a majority of employees actually voting.

There are provisions designed to put on an equal footing bargaining rights acquired by voluntary recognition and those acquired by certification. These provisions also offer protection against abuse of rights granted voluntarily. A union acquiring rights in this manner would be subject to challenge, for a one-year period, on grounds that it lacks majority support.

There are also provisions designed to carry over bargaining rights when unions are merged or a business is sold and when an agency of the federal Government



is transferred from the Public Service to become or form part of a Crown corporation covered by the Bill.

Dispute settlement

At present, when a dispute develops, either party may seek conciliation assistance from the Minister of Labour. The Minister may appoint a conciliation officer and, if the officer fails to bring about an agreement, the Minister may appoint a conciliation board comprising a nominee of each party and an independent chairman. If the board fails to bring about agreement, it must report its findings and recommendations to the Minister. Strike action cannot lawfully be taken until seven days have elapsed from the day on which the report of a board has been received by the Minister.

It is now proposed that the Minister be given a wider choice of dispute settlement instruments. In a particular dispute, the Minister would be authorized to use a conciliation officer, conciliation commissioner or conciliation board, or to take no action. If he appointed a conciliation officer and the officer was unable to effect settlement, the Minister would be authorized to take no further action or to appoint either a conciliation commissioner or a conciliation board. Conciliation commissioners and conciliation boards would have equivalent powers and, if unable to effect settlements, would be expected to make reports containing findings and recommendations.

The right to strike or lock out would be established seven days after exhaustion of the process—i.e., seven days after an indication by the Minister of an intention to take no action or no further action, or after the report of a conciliation commissioner or board has been received by the Minister. The Minister would be authorized also at any time to appoint a mediator to assist the parties—but use of this power would in no way affect timing of the right to strike or lock out.

It is understood that the right to strike or lock out, legally established, cannot be withdrawn except on an ad hoc basis by Parliament in circumstances constituting a serious threat to the national interest. Parliamentary action of this kind has rarely been necessary. There have been only six occasions in the past 25 years when Parliament has had to intervene. But the need for access to this ultimate protection of the national interest is recognized. Also recognized is the fact that there are periods when, because of a decision to call an election, there is no Parliament. Accordingly, there is a provision in the Bill whereby, during such a period, the Governor in Council, if faced with a threatened strike or lockout

that would adversely affect the national interest, could postpone that date on which the strike or lockout would normally become legal. Where this power was used, the Minister of Labour would be required to report to Parliament at the first opportunity.

Collective agreements

Under existing law, every collective agreement must contain a provision for final settlement, without stoppage of work, of all unresolved differences about the interpretation or application of a collective agreement. The Act, however, says nothing about the specific role of the arbitrator. **It is now proposed that the role of the arbitrator be defined and strengthened; that his jurisdiction be protected from excessive judicial review and that his awards be ultimately enforceable as orders of the Federal Court.** Among other things, the arbitrator would be given a specific capacity to review remedies and to substitute penalties in disciplinary cases where specific penalties are not set out in the collective agreement.

Technological change

Under the present Act, a collective agreement is binding on the parties and many not be “re-opened” for negotiation without joint consent. There is therefore no effective means of dealing with circumstances in which the assumptions underlying an agreement are upset by a technological change introduced during the term of the agreement, even though the change may have adverse effects on many employees.

Generally speaking, the Bill would not change the binding character of a collective agreement. **An employer would be required, however, to give the bargaining agent or agents concerned a 90-day notice of any technological change likely to affect the conditions or security of employment of a significant number of employees.** Furthermore, in defined circumstances, a bargaining agent would be empowered, during the term of an agreement, to negotiate, with the right to strike, about provisions designed to assist employees in adjusting to the effects of a technological change.

In order to exercise this power, the union would have to obtain from the board leave to serve notice to bargain. The board would be authorized to grant such leave



only if it was satisfied: that the existing collective agreement did not contain provisions whereby the effects of technological change could be subjected to negotiation and final determination; that the employer had not given written notice of the change in question prior to negotiation of the existing agreement; and that the change in question was likely to have substantial and adverse effects on conditions or security of employment.

Concerted action

The present law defines the circumstances in which strike action is lawful or unlawful. It does not deal, however, with certain other aspects of concerted action by employees, including picketing.

It is now proposed that the legal position of picketing associated with labour-management relations be clarified. More specifically, **it is proposed that such picketing be permitted when engaged in by authorized individuals at the place of business of an employer whose employees are legally on strike, and that it be prohibited in other circumstances.** It is proposed also that employees be protected against disciplinary action based on a refusal to do the work of other employees who are lawfully on strike.

Mackasey statement

Introducing the Bill, the Minister of Labour said that it was the result of a lengthy study based on experience with the present statute; the report of the Prime Minister's Task Force on Labour Relations (LG 1969, p. 269), whose research and recommendations provided a strong foundation for the study; submissions by representatives of labour and management; and consultations with provincial governments.

"The Bill reaffirms the faith of this Government in the process of free collective bargaining, including the right to strike. The Bill will provide no comfort for those who look to restrictive legislation for solutions to the problems of industrial relations. Indeed, it will provide no comfort for anyone who thinks that, in this field, the law should be able to work miracles. In my view—and I have been saying this publicly for a long time—steady improvement in the quality of our industrial relations will call for continuing effort by governments, employers and trade unions, working together on a broad front.

"Speaking for the federal Government, I can say that we see the Bill now put before the House as one element in a program of legislative and non-legislative initiatives designed to put us in a better position to deal, in co-operation with labour and management, with the basic causes of industrial tension and conflict."

Federations of labour conventions

Alberta

President Roy Jamha of the Alberta Federation of Labour opened its annual conference held in Calgary May 5 to 8, with a blast at the federal Government for its restrictive labour legislation. Mr. Jamha objected to an addition last year by the Alberta Government of several clauses detrimental to labour. He charged that the Government had added "certain amendments limiting actions and allowing employer groups to join together to strengthen their position in the collective bargaining process." He also stated that the provincial Government showed little recognition of labour as a responsible partner in the socio-economic life of Alberta. "The Government has shown a predilection toward solving disputes and strikes that it wants settled and not assisting in settling those with which it is not sufficiently concerned." Speaking on the Government's behalf, provincial Labour Minister Ray Rierson told the 400 delegates that the Government will probably produce a new labour code for the next session of the Legislature or substantially rewrite the existing rules. He said that the new version will reflect growing involvement of Government in labour disputes as representative of "third-party public interest." He also promised new trades training legislation and a more effective wage collection procedure from businesses that cease to function.

Another speaker at the convention, was Donald MacDonald, President of the Canadian Labour Congress, who made harsh comments on the federal Government's economic policies. He told the delegates that, by showing "irresponsible lack of concern," the federal Government has pushed unemployment to the "brink of disaster," where 650,000 Canadians are jobless and denied fulfilment of their creative ability. Mr. MacDonald reiterated CLC demands, first presented to the Government on March 1, **to remedy unemployment: tax relief to low wage earners: better old age pensions and revised unemployment benefits, abolition of the 3 per cent surtax and of the 11 per cent tax on building materials.** He related the growing militancy in the labour movement

directly to an increase in repressive legislation. "We are reacting to government actions," he said. "We admit the collective bargaining process is not perfect, just as democracy is not perfect, but it is far better than any other system yet devised."

W. G. Davies, of the Saskatchewan Federation of Labour, spoke on the same theme. He said that repressive legislation "can only result in unrest, chaos, violence and a withering in the growth of democracy." The alternative, he continued, is "an imaginative development of the human process of collective bargaining, to larger and more adequate forms within the existing process."

More than 30 resolutions were approved by the delegates. They included a proposal that the provincial government combat inflation by lowering the retirement age to 55 for all men and women, and that pension provisions be revamped accordingly. Resolutions on pay issues urged the establishment of \$2.50-an-hour minimum wage, and the posting of a wage bond by contractors to cover at least 50 per cent of the payroll on all construction projects as a means of preventing non-payment of wages. Various proposals for improving dispute settlement were passed: that picketing by employees be allowed at all operations of an employer; that the Labour Act be amended to provide only 14 days for presentation of an arbitration board award in a labour disagreement; that sections of the Labour Act prohibiting strike action be amended to remove the restriction; and that legislation providing for introduction of a public emergency tribunal—"a compulsory labour court"—be withdrawn. On the matter of safety and compensation there were many proposals: that employers be required to provide first-aid attendants and ambulance service on each industrial plant site; that the compensation board increase its staff to cover, if necessary, all construction projects in order to reduce accidents and injuries; that compensation be increased to 90 per cent of a workman's earnings to a maximum of \$8,800 a year. Other resolutions ranged from consideration of government auto insurance to a recommendation that

construction workers on jobs away from home be free to claim travel to and from work as income tax deductions. The delegates also considered drives to increase union membership and the return of the Civil Service Association of Alberta to the Federation, and passed a resolution to encourage action within existing national or international unions to increase organization in the province.

New Brunswick

The 15th annual conference of the New Brunswick Federation of Labour, held from May 31 to June 2, was preceded by a "Consumer Affairs" night at which representatives of political parties and the labour movement formed a panel to answer delegates' questions. The panel was in complete accord on the need for consumers to organize and to counter pressure from the manufacturers and merchants with equal force. The 241 accredited delegates criticized misleading television advertising, the lack of a provincial government automobile insurance scheme, packaging and unrestricted price increases, among other matters.

President Paul LePage reviewed the past year's activities and commented on forthcoming issues of the Federation will have to deal with; on the new Industrial Relations Act, for instance, he emphasized the necessity of examining the full implications it will have for labour. In particular, the legal-entity ruling in the legislation, permitting unions to be sued or subject to legal proceedings, had raised concern. He noted, however, that the principle had been established by the courts some years ago and the Federation went along with the Act because it was needed, and changes could be made. Mr. LePage also had a comment on the paper mills that had laid off workers in the winter months. **"If the corporations that own these mills are not prepared to fulfil their responsibility to the community where they have been located for years, then we must ask the government to take the huge timber reserves from them and nationalize the industry,"** he said.

He was followed by the first full-time Secretary-Treasurer, Gregory Murphy, who warned that unions must not become complacent about past efforts. "We must strive to bring all organized workers who are eligible into the provincial voice of labour, and we must reinforce our efforts to organize the unorganized workers," he said. He also advocated that his position be made elective.

Speaking on the first afternoon of the conference, Premier Hatfield appealed to labour to support the Government in programs for the social and economic development of the province. He pinpointed regional disparity as a major hurdle. **"Until New Brunswick citizens can claim to have an economy that generates jobs and incomes that compare favourably with national averages our concern will be economic development,"** he said. This would mean a strong emphasis on adequate educational training, health and housing facilities and the development of a productive base for the economy so that enough jobs could be generated. To attract more industry to the province, the Premier said that an enlightened labour relations climate and the development of a workforce known for productivity and responsibility were essential.

William Dodge, Secretary-Treasurer of the Canadian Labour Congress, addressed the conference and stressed the connection between greater unionization and the raising of the average income. He also made a strong plea for freer international trade, particularly because New Brunswick relies heavily on exports. He ended with an attack on the United Fishermen and Allied Workers Union and urged that its intimidation be ignored.

John C. Tonner, Director of the Industrial Relations Branch of the New Brunswick Department of Labour, discussed the philosophy behind the province's new Industrial Relations Act and explained some of its finer points. He noted that the Act was intended to de-emphasize the adversary theory of industrial relations and to promote an atmosphere where labour and management "can meet as equals and negotiate mutually acceptable collective agreements as partners in the enterprise." **Under the terms of the Act, the service of mediators or mediation officers would be available in addition to the usual conciliation officer service. The mediator would have all the powers of a conciliator plus the additional power to make recommendations to the parties for the final settlement of matters in dispute.**

Aurele Ferlatte, Senior Representative for the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, delivered the address at the banquet for Henri Lorrain, Vice-President of the union, who had been called away. Mr. Ferlatte stressed the role of labour in writing the rules for the implementation of medicare in the province but warned that work had to start immediately to provide a long-term objective in the form of an integrated health service system that would give the best possible health care. He outlined the advantages of community health centres, where the emphasis is on prevention and rehabilitation, and noted that they would be a prime feature of the Social and Community Program Department of the Canadian Labour Congress.

The convention delegates considered 112 resolutions, and approved most with little or no debate. Those passed included several dealing with collective agreements and the new Industrial Relations Act. The major resolutions dealt with stipulations that unions claim will slow down arbitration or strike action. For instance, the delegates called on the Government to amend the Arbitration Act to allow arbitration board awards to be final and binding on both parties and not subject to appeal in any court. In setting up unions, present legislation requires 50 per cent plus one of the total bargaining units to vote in favour to receive certification. The convention wanted the Act revised so that 50 per cent plus one of those voting would permit certification. A resolution was also approved calling for revision of the Industrial Relations Act so that a strike could be called the day following the termination of an existing agreement if a new collective agreement had not been signed. Another resolution demanded that the Government pay all the costs of arbitration boards, in the same manner as for conciliation boards at present, and set a time limit on the rendering of a decision by the board so that, if a decision was not rendered within the prescribed time, the union would have the right to take strike action. The delegates approved a call for an amendment to the Industrial Relations Act and would require only one vote on whether a local accepts an agreement or takes strike action. Finally, **the convention voted to ask the Government to remove the section making trade unions legal entities and called for assistance by all trade unions for any affiliate against which legal action is taken under the provisions of the Act.**

Among resolutions dealing with conditions of work was one calling for safety inspections made by the province to be on a daily assignment basis with no prior knowledge being given to the place of inspection. Another called for more consideration for workers in heat, high-noise levels and smoke or fumes.

Unanimous approval was given to a resolution calling for a minimum wage of \$2.25 an hour for all male and female persons employed on a full- or part-time basis. Also passed was a proposal for four weeks vacation with pay or an eight per cent vacation pay allowance.

The Federation recorded its opposition to the manner in which the Official Languages Act is being applied. During resolutions study, the Federation members voted to press the federal Government to amend the present Act to protect those employees who have extended service prior to the Act's implementation.

Other resolutions passed included a request to the provincial Government to operate a provincial no-fault insurance plan similar to that in Manitoba and Saskatchewan, and various pollution resolutions calling for a ban on disposable bottles, regulations making it mandatory for all New Brunswick companies to implement pollution abatement programs, cancellation of leases on Crown waters, and the establishment of a wildlife holiday.

In the elections, Paul LePage was re-elected as President for his fifth consecutive term, along with the entire executive. Only one possible contest arose for a vice-president's post; that was settled without a vote on a ruling by Mr. LePage that was upheld by the delegates.

Manitoba

The Manitoba Federation of Labour held its 17th annual convention from June 4 to 6 in Winnipeg. Some 350 delegates, representing 50,000 organized workers, attended. Labour Minister A. R. Paulley opened the convention with a discussion on a forthcoming labour code for the province. He stated that this code could be considered by a standing committee of the House during the next recess. The Minister also ran through a list of amendments in the field of labour legislation, and mentioned the progress expected in the near future, including an acceleration in the construction of public housing, and shifts of taxes from lower-income groups.

The main speaker at the conference was William Dodge of Ottawa, Secretary-Treasurer of the Canadian Labour Congress, who praised the "lengthening catalogue of progressive measures" adopted in the Manitoba Legislature. He criticized the "purists, the professional protesters and perennial demonstrators who see social and political upheaval as an end in itself," and whose activities could undermine this work. He pointed out that the trade union movement was less interested in theory and more concerned with concrete results: "full employment, social security, elimination of poverty and the recognition of the dignity of the human personality."

Mr. Dodge suggested a causal relationship between the slow growth of unionization in Manitoba and the \$16.64-a-week discrepancy between the average level of wages in the province and the national average for a worker in manufacturing. He also commented on the national economy, pointing to the "deliberate" program of the federal Government to cure a largely "imaginary" inflation crisis with massive unemployment.

Dealing with a number of resolutions, the delegates quickly approved 13 principles of industrial safety legislation. These principles included "the right to have hazardous substances labelled and monitored; to observe monitoring equipment and have access to the records thereof; to request a special inspection, to be able to inform the inspector of any alleged violation, to be entitled to written explanation of failure by the inspector to issue a citation of violation and the right of appeal where no citation has been issued," and "the right to refuse to enter unsafe areas or operate unsafe equipment and to see that no one enter or operate until the extent of the hazards have been determined by an inspector."

The conference approved a resolution asking the province to include drugs, medical aids, dental and optical costs in medicare as soon as possible. In another resolution, the MFL executive was charged with urging the Government "to give full and serious consideration" to measures that would pay a family as much in case of a fatal job accident to the breadwinner as in cases resulting in total disability through an industrial mishap. The convention also adopted a constitutional amendment to raise an additional 2 cents per affiliate each month to finance a stepped-up public relations program throughout the province on the theme of the right to collective bargaining and unionization.

Other speakers included Joseph James, called "Manitoba's grand old man of labour," and Don Kossick, the co-ordinator for urban-rural alliances in the National Farmers Union. Mr. James spoke on the strike situation

In Flin Flon (for which a tentative agreement was finally reached two weeks later). He backed the right of the 650 men from seven trade union locals to negotiate their own agreement, but pointed to the hardship their action had wreaked on the 1,750 steelworkers and operating engineers affected by the strike as well. Mr. Kossick predicted increasing co-operation in the future between farmers and the Canadian labour movement.

Some of the other 140 resolutions dealt with and approved were: a recommendation that the executive discuss the matter of separate licences for work and pleasure with the provincial Government; another that the convention appeal to the Government **"to change the wording in the Manitoba Equal Pay Act to allow women equal pay for 'similar' instead of 'identical' work; resolutions for improvement of union certification rules, modernization of the labour laws; protection of union members from employers' inquisitiveness about union membership;** appointment of a full-time chairman of the Manitoba Labour Boards and a recommendation that the Government make it compulsory to have union dues deducted by employers for all members of a union through laws forcing the inclusion of such a clause in agreements.

H. L. (Len) Stevens, Prairie Region Supervisor of the United Steelworkers of America (AFL-CIO/CLC), was returned as Federation President by acclamation. In his presidential address, Mr. Stevens attacked wage and price policy currently followed in this country. "Instead of debating 'inflation,' which no one seems to understand, the time has come to talk about high prices and take action to lower those high prices. Instead of arguing about the degree of unemployment, the time has come to start creating jobs for people who want work." Also elected were Bernard Christophe as Secretary-Treasurer, Joseph H. Wilford as First Vice-President and John E. Pullen and R. J. Henderson as two Winnipeg Vice-Presidents. Other regional Vice-Presidents are H. R. Cockerill for Flin Flon and Lynn Lake, Ted Leronowich for Brandon, Albert Pohl for Pine Falls, Eugene Laye for Selkirk and Dale Tilling for Thompson.

Wheelchair workers

Every year in Britain many thousands of persons suffer serious injuries in accidents on the roads, at work and in the home, in addition to those who have been disabled at birth, or through illness or war. Many of them constitute an employment problem, and to answer at least part of this problem a national organization exists—**Remploy Limited**. Remploy was set up in 1945 as a result of an Act of the British Parliament, the Disabled Persons (Employment) Act of 1944. Its main object is to provide productive employment for men and women who, though willing to work, are too severely disabled to compete in the open labour market.

There are now 86 Remploy factories throughout England, Scotland and Wales, giving work to more than 7,500 severely disabled persons with a wide range of handicaps, both physical and mental. These include the more obvious disabilities—amputations and paralysis—as well as those less apparent; heart and chest diseases, epilepsy, mental subnormality, and mental illnesses such as anxiety neurosis and schizophrenia.

The factories are managed by practical, experienced staff and are run on normal industrial lines. Working hours and regulations are similar to those in industry generally. Few concessions are made to the employees'

disabilities. These are: work broken down into simple operations, toleration of a lower working speed (the average output of the disabled in Remploy is between 30 and 40 per cent of that of fit workers); and recognition of the need for adaptation of machinery or methods.

Remploy is coping with an increasing number of mentally handicapped persons, which calls for a different approach than that used with the physically disabled. They have been found from experience to fit successfully, with certain qualifications, into the life of the factory—even if, at times, their association appears to be somewhat remote. They must have a fair degree of concentration, the jobs they are asked to do should be simple and straightforward with a few decisions called for, and the flow of work should be continuous.

Recruitment of disabled workers for Remploy factories is carried out solely through the employment exchanges of the Department of Employment. Each exchange maintains a register of disabled persons and has a disablement resettlement officer to look after their special needs.



The register is divided into two sections. Section I contains those who, despite their disabilities, can hold down a job in normal industry or commerce. Section II includes those who are so severely disabled that they are likely to require special or sheltered conditions of employment either for a long time or for the rest of their working lives. In spite of the terminal nature of this employment, about 200 disabled workers leave Remploy every year to take up jobs in open industry.

There are others who, without leaving the company, nevertheless achieve a degree of rehabilitation. A good example of this is provided by an employee at one of the London factories. He is a polio victim in his teens, who had his first association with Remploy as a home-bound worker. Improvement in his condition enabled him to make the journey to the factory with the help of a motorized tricycle provided free by the Department of Health and Social Security. Although his hands and legs were affected and he was confined to a wheelchair he demonstrated his ability and his versatility in a

number of jobs. He became a lead hand and was also elected shop steward of the trade union at the factory. **Nearly all Remploy workers are full members of the appropriate trade unions with which the management negotiates wage rates and other general conditions of employment.** Recently he was promoted to the position of charge-hand, a staff appointment with responsibility for a section with 35 disabled employees, and with no concessions to his own disability and the fact that he is still bound to a wheelchair. He has progressed from confinement in his own home to independence and has not only overcome his own handicap but is now in a position to help other disabled to overcome theirs.

The location of the company's factories is determined by the employment needs of the disabled rather than by normal economic considerations, and the type of work is selected for its suitability for disabled workers rather than for its profitability. The factories are divided into five trade groups: furniture, engineering, packaging and bookbinding (including printing), leather and textile products (including orthopaedic appliances) and knit-wear.

Sales are currently running at more than \$24 million annually. The company's products are not sold on sentiment but on quality and at prices that are based on normal manufacturing costs. Since Remploy's costs, by the very nature of the organization, are abnormal, a loss is inevitably incurred. This is made good by a Government subsidy that, in the last financial year, amounted to some \$11.5 million. This figure is balanced, however, by what the Government would spend in Social Security payments and the loss of national insurance contributions and income tax that would be incurred if these disabled persons were not employed.

Over the years, Remploy has been steadily increasing the amount of work carried out for other firms through contract arrangements. This collaboration, on a purely commercial basis, includes some of the foremost companies in the motor car and electrical industries. It has widened the scope of the company's activities and has made more jobs available for disabled persons (LG 1947, p. 7).

Inflation and unemployment: two views

An internationally known economist, who was economic advisor for the Churchill government during World War II, says that **Canada cannot have price stability and full employment without an incomes policy.** Testifying at the Senate Finance Committee on economic policy in May, Sir Roy Harrod, the biographer of John Maynard Keynes, whose economic insights were credited with having rescued the world from the Great Depression of the 1930s, suggested that the incomes policy would have to be permanent. "Of course, if experience showed that the tempo of demand for higher incomes had moderated, and that we were only going through a temporary phase in the last few years, then one might say that the thing can work itself out. But I think it's unlikely."

According to Sir Roy, inflation and unemployment are strange bedfellows, and the idea that they could exist simultaneously was unheard of until recently. "I don't agree with those who hold that by raising unemployment you can check inflation," he said. "On the contrary, I think that, **on some occasions and in some circumstances, measures raising unemployment may actually make inflation worse.**" The specific occasion would arise when an economy began operating at a level beneath its potential; the specific circumstance would arise when the unit prices in an industry began declining as the volume of production increased.

"Now, in Britain and the United States—and probably in Canada, although I am not familiar with the details of your economy—these circumstances exist. When the total demand is above the supply potential of an economy, it is likely that prices will rise, owing to the principle of scarcity." Sir Roy explained. "If, however, you're imposing restrictive policies on an economy that is un-

deremployed, you may do harm by raising unit costs in those industries that have increasing returns to scale, industries in which mass production and specialization allow unit costs of production to decline as the volume of production rises."

In advanced countries, he continued, a large proportion of industries are subject to economies of scale. Restrictive monetary and fiscal policies reduce the demand for goods and services, and a reduction of demand will raise unit costs of production, thereby tending to increase prices. Secondly, restrictive monetary policies raise interest rates, and this also tends to raise the money cost of production. And thirdly, these restrictive policies are based on the belief that prices will be depressed by abating wage increases; but there has been no evidence of this happening in Britain since 1921, and there is no evidence of it happening in the United States. "In any case, **it is immoral to embark on policies that deliberately increase unemployment. Inflation is a very evil thing, but it cannot be controlled with such inhumane policies.**"

Some people are under the impression that the American economy was overexpanded in the early 1960s and we are now feeling the consequences in price inflation, he said. "But the quantities involved in the wage-price spiral are quite out of line with anything that could have been caused by mistakes in U.S. monetary and fiscal policy over the past several years."

The present state of inflation, he believes, does not have a basic economic reason at all. "I think it's based on sociological reasons," he said. "**The trouble is caused by new activism on the part of unions, and greater permissiveness on the part of the employer. People have come to expect more each year, and they are very active in getting what they want.**"

Many people think that restrictive economic policies to deal with rising prices come from Keynesian theory, but this is not the case, Sir Roy said. "Keynes said very little about prices increasing, because, when he was writing in the 1930s, the problem then was that prices were too low. Even in the 1920s, and certainly after 1929, the big problem was how to get prices up. Post-Keynesians simply inferred from Keynes's writing that, if you expanded money and lowered taxes to boost demand, then you must do the opposite to reduce prices; but Keynes really never thought of that problem at all. In fact, only in one case did he even talk about cost-push inflation, and he said that, if there is a spontaneous urge to demand higher wages, monetary and fiscal policies are perfectly powerless to control it."

Price controls, Sir Roy said, were not the solution. "I don't want to say that in a critical situation it might not be desirable to have a price freeze for a limited time. But as a permanent policy, I don't think you should seek to interfere with prices. The two things that I would go for would be wage settlements and such surtax on dividends as to ensure that dividends did not increase more rapidly than wage payments."

He made it clear, however, that he was not suggesting simply wage controls and firm-by-firm dividend controls. "I wouldn't have a limitation on dividends firm-by-firm, because that would be quite destructive to private enterprise. But one would have an across-the-board surtax on dividend distribution to make sure that the overall distribution wasn't going up at a more rapid rate than other forms of income."

Sir Roy does not believe that mandatory incomes policies must be accompanied by tight monetary and fiscal policies. "Incomes policies should go along with expansive general economic policies—not too expansive, of course, but certainly what we would call a full-employment policy. Mandatory controls would make it less necessary to have restrictive policies."

To those critics who think that an incomes policy won't work because it isn't wartime, and because Canada's economy is vulnerable to trends in the United States,

Sir Roy said: "I can't say whether it would work or not, but one wants to try it out to see. Certainly conventional policies are not working, anyway."

CLC's Russell Bell

Mandatory selective income controls prosed in some quarters would be "preposterously discriminatory", Russell Bell, Research Director of the Canadian Labour Congress, told the Senate Committee on Finance in June. Mr. Bell said that Canada should abandon "stop-and-go policies that invariably are implemented in this country," and adopt expansionary policies geared to the longer-term potential growth rate of the economy. "It is my view that we should rid ourselves of this obsession with fighting external inflationary forces that are clearly beyond the control of our domestic policies," he continued.

Those dependent on social security in the form of pensions, unemployment insurance benefits, family allowances and welfare benefits should be protected by cost-of-living adjustments, and a guaranteed annual income provided for those not otherwise protected by any form of reasonable income security. These adjustments could be financed from higher tax revenues that automatically flow to governments when the economy is operating at, or close to, its potential.

"Now that it has been generally conceded that a voluntary restraint program cannot work," Bell stated, "the present stage in this game of madness on the part of some is to advocate mandatory controls of a selective nature. This is the ultimate inequity. There is not even a shred of pretence toward fairness in this proposition. Certain economic elements would be singled out and required by law to make sacrifices on behalf of the rest of the country. This is so preposterously discriminatory as to boggle the mind. Our society has enough stresses and strains without the need for inventing new ones." Such policies would also have serious economic repercussions and might lead to a "wage and price explosion."

Bell suggested several measures to supplement general fiscal and monetary policies in promoting economic stability. "Better policies are needed for dealing with bottlenecks in product and service markets," he said. "Likewise, there is a need for more effective manpower and labour market policies to improve labour mobility, to improve facilities for training, retraining and upgrad-

ing of members of the labour force in line with changing technological conditions, as well as an improved capacity on the part of manpower authorities to anticipate bottlenecks in labour markets."

Bell admitted that the task of reconciling the goals of full employment and reasonable price stability was difficult. **"The great tragedy is that Canadian authorities have attempted to deal with inflationary pressures as if Canada were an isolated country, a closed economy, immune from the external inflationary forces that are so widespread,"** he explained. "The result, as everyone well knows, is that our anti-inflationary policies have had relatively little influence in checking inflation, but have had tremendous economic and social costs."

Bell concentrated on the role of incomes policies in the economy; and, while he appeared as an individual on the invitation of the Committee, he outlined generally the position taken by the Canadian Labour Congress, particularly with regard to the Prices and Incomes Com-

mission. He charged the Commission with failing to carry out its mandate to study and ascertain the causes of inflation. Rather, he said, the Commission quickly turned itself into an operational body. Incomes policies, he stated, have proved unworkable in other countries and have been rejected, except under the most extraordinary conditions, by the Economic Council of Canada

"One of the worst features of an incomes policy is the fact that it is extremely inequitable," he declared. "In our discussions with the Commission, we never received any convincing evidence that non-wage forms of income—namely, salaries, profits, rents, interest, professional fees, unincorporated business income, speculation in real estate prices, and so on—could or would effectively comply with any voluntary restraint policy. This is hardly surprising, because it is simply impossible for anyone to give any such guarantee." As a result, "no trade union leader could ever give any assurance to his constituents that voluntary sacrifices made by them would be at all equitably shared by other forms of income."

Unemployment insurance report

During April 209,000 initial and renewal claims for benefit were filed in UIC offices across the country, a decrease of 13,000 or 6 per cent from the previous month's total of 222,000. Claim loads were lighter in all provinces with the exception of Newfoundland, Nova Scotia and Alberta, which reported increases of 1,118 or 20 per cent, 819 or 12 per cent, and 1,604 or 12 per cent.

Compared with a year ago, the total claims figure remained unchanged at 209,000. But the April 1970 total showed an increase of 6,000 claims—3 per cent than the March 1970 figure. At that time, all provinces reported more claims—except for Ontario, which recorded a substantial drop of 17 per cent or 14,000 claims.

On April 30 a total of 819,000 claimants for unemployment insurance benefit were registered at local offices, a decrease of 38,000 or 4 per cent from the March 1971 month-end figure. Compared with the corresponding

month a year ago, the current figure is 19 per cent higher than the 691,000 claimants reported for April 1970.

The average weekly estimate of beneficiaries in April was 692,000 compared with 640,000 for the previous month and 513,000 for April 1970. To correspond with the above data, benefit payments and average weekly benefits were as follows: \$100 million or \$36.14, \$114 million or \$35.74, and \$81 million or \$35.08.

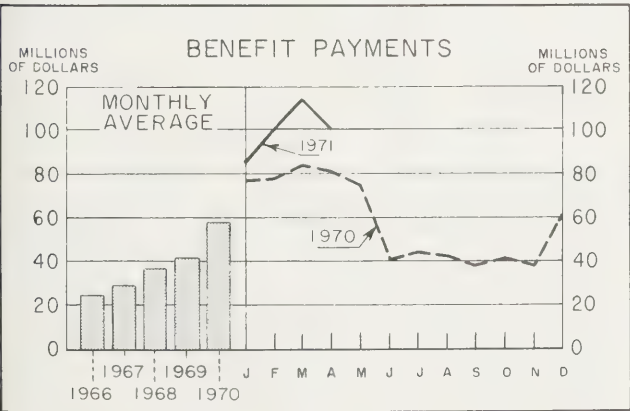
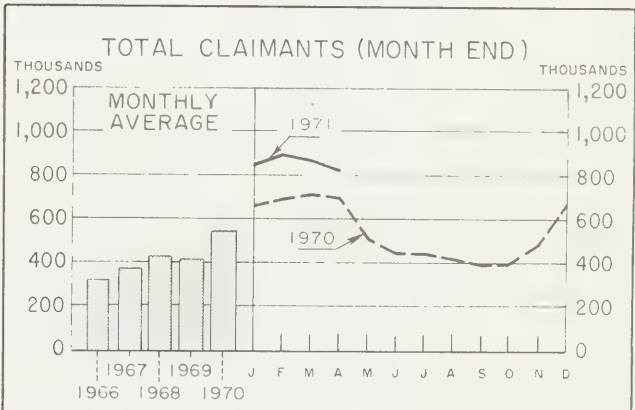
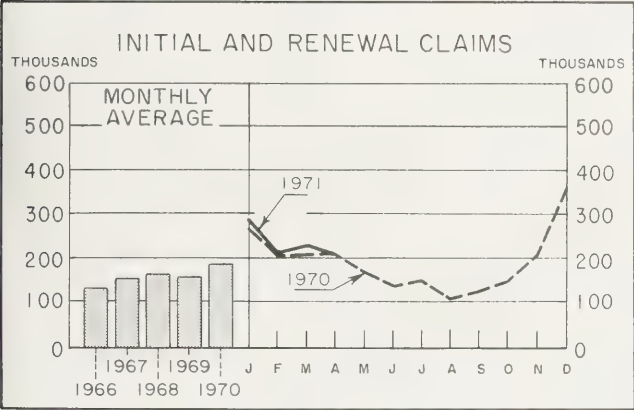
The supplementary unemployment insurance benefit of 10 per cent effective January 3, 1971 is not included in the benefit payment figures.

New cases of recorded unemployment totalled 86,000 in March. This was 6 per cent more than the 80,900 recorded in March 1970. In March 1969, there were 59,000 new cases recorded.

Summary Table

Activity	Cumulative Data				
	April 1971	March 1971	April 1970	January to April 1971	12 months ending April 1971
(in thousands)					
Insured population at end of month	—	5,853	5,719		
Initial and renewal claims filed:					
Total	209	222	209	925†	2,307
Initial	166	173	158	729	1,738
Renewal	43	49	51	195	569
Claimants currently reporting to local offices	819	857	691	852*	595*
Beneficiaries (weekly average)	692	640	513	654*	424*
Weeks compensated	2,767	3,198	2,309	11,096	21,834
Benefit paid	100,005**	114,302**	81,008	400,947**	777,009**
Average weekly benefit	\$36.14**	\$35.74**	\$35.08	\$36.13**	\$35.59**

* Monthly average.
† Discrepancy between totals and subtotals due to rounding.
**Supplementary Unemployment Insurance Benefits not included.



Price indexes

Consumer, May

The consumer price index (1961 = 100) advanced 0.4 per cent to 132.7 in May from 132.2 in April, and was 2.4 per cent above its level of a year ago. All major components registered increases in the latest month. The food index rose 0.8 per cent reflecting higher prices for most food items. Both the transportation and the health and personal care components advanced 0.4 per cent. In the clothing index, a 0.3 per cent rise was mainly because of higher prices for men's wear and piece goods. An increase in the price of beer was responsible for a rise of 0.5 per cent in the tobacco and alcohol component. The recreation and reading index rose 0.2 per cent and the housing index, 0.1 per cent.

The food index advanced 0.8 per cent to 130.1 from 129.1, but was 0.9 per cent below that of May 1970. In the latest month, the price level of food consumed at home advanced 0.9 per cent, and restaurant meal prices moved up 0.3 per cent. Within the food at home component, all major groups registered increases, the largest being for fresh fruit 15.8 per cent, and fresh vegetables 8.2 per cent—both greater than normal seasonal increases.

Among fresh produce items, carrot prices advanced 53 per cent, potatoes 12 per cent, grapefruit 12 per cent, and apples 5 per cent. The meat, fish and poultry index advanced 0.6 per cent, with beef prices increasing 1.4 per cent. All pork items were lower in price, contributing to a 0.9 per cent decline in the pork index which was almost 18 per cent below its level of May 1970. Chicken prices rose 2.2 per cent but turkey declined 1.9 per cent. Egg prices advanced 9.3 per cent to a level almost 3 per cent below that of a year ago. Among staple foods, flour, bread and butter and sugar prices each rose by about 0.5 per cent. Fresh milk prices were unchanged and powdered and evaporated milk prices advanced. Increases were also recorded for cheese and ice cream.

The housing index advanced 0.1 per cent to 136.1 from 136.0 reflecting increases of 0.1 per cent for both the shelter and household operation components. Within shelter, homeownership rose 0.2 per cent, and rents, 0.1 per cent. Among household operation items, furniture prices rose 0.6 per cent. Household supplies advanced 0.8 per cent because of increases for most items including scouring powder 1.7 per cent, detergents 1.3 per cent, and food wrap 1.0 per cent. Price indexes for floor coverings and household textiles declined 0.2 per cent and 0.3 per cent respectively, the decrease in textiles being mainly because of price declines for towels 1.1 per cent, and cotton sheets 0.7 per cent. The utensils and equipment index declined 0.4 per cent, partly as a result of reduced prices for dishes and light bulbs. Between May 1970 and May 1971, the housing index advanced 4.4 per cent.

The clothing index advanced 0.3 per cent to 128.3 from 127.9 and was 1.2 per cent higher than in May 1970. The May increase was mainly because of an increase of 1.4 per cent in the men's wear component. The women's wear index was unchanged with higher prices registered for sweaters and street dresses, and lower prices for spring coats, hosiery and lingerie. The footwear index increased 0.2 per cent and that for piece goods advanced 1.0 per cent. Children's wear prices declined 0.4 per cent.

The transportation index advanced 0.4 per cent to 129.9 from 129.4, and was 4.1 per cent higher than a year ago. There was an increase of 0.7 per cent in automobile operation prices, and a decrease of 0.6 per cent in travel fares. Among automobile operation items, insurance rates rose 3.6 per cent, motor oil prices 1.3 per cent, and gasoline 0.1 per cent. New car prices declined 0.1 per cent. A decrease was recorded in the train fare index.

The health and personal care index increased 0.4 per cent to 142.0 from 141.4 Within the personal care component, price increases were recorded for most items surveyed. Toiletry prices advanced 1.0 per cent and charges for men's haircuts and women's hairdressing rose in several cities. In the health care component, the pharmaceuticals index decreased 1.1 per cent mainly as a result of lower prescription charges.

The recreation and reading index rose 0.2 per cent to 135.6 from 135.3 and was 4.2 per cent above the May 1970 level. Toy prices increased 3.2 per cent and increased motion picture admission charges were recorded in Quebec City, Halifax and Toronto, and higher newspaper subscription rates in St. Catharines. The price of camera film (including processing) decreased 2.7 per cent.

The tobacco and alcohol index advanced 0.5 per cent to 128.3 from 127.6 mainly because higher beer prices advanced the alcoholic beverages component by nearly 1 per cent. The tobacco component also rose as a change in package weight for cigarette and tobacco resulted in a price rise of 2.7 per cent. Cigarette prices advanced 0.1 per cent. The tobacco and alcohol index was 1.4 per cent higher than a year ago.

City consumer, May

The consumer price index (1961=100) advanced in all ten regional cities and city-combinations and increases ranged from 0.2 per cent in Edmonton-Calgary and Vancouver to 0.7 per cent in Toronto. Food indexes increased in all cities with higher prices for fresh produce items and restaurant meals in most cities. The component for housing and clothing advanced in 8 cities. The tobacco and alcohol index also moved up in 8 cities as a change in package weight for cigarette tobacco resulted in an effective price rise in most cities. Higher beer prices were recorded in Ottawa and Toronto. The transportation, health and personal care, and recreation and reading components, registered mixed movements.

Regional consumer price index point changes between April and May were: Toronto +0.9 to 129.2; Halifax +0.8 to 126.6; Ottawa +0.8 to 130.5; St. John's +0.5 to 123.6; Montreal +0.5 to 126.4; Winnipeg +0.5 to 128.0; Saskatoon-Regina +0.5 to 122.9; Saint John +0.4 to 125.1; Edmonton-Calgary +0.3 to 127.6; Vancouver +0.3 to 126.4.

Wholesale

The general wholesale index (1935-39=100) declined 0.3 per cent in May to 287.5 from the April index of 288.4. It was also 0.3 per cent lower than the May 1970 index of 288.4. Five of the eight major group indexes were lower and three advanced.

The vegetable products group index moved down 1.0 per cent to 237.8 from 240.2 reflecting price decreases for gains, fresh fruits, tea, coffee and cocoa and unmanufactured tobacco. A decline of 0.7 per cent to 261.6 from 263.5 in the non-ferrous metal products group index was mainly due to lower prices for export sales or refined copper. The animal products group index moved down 0.3 per cent to 318.6 from 319.7 chiefly on lower prices for fishery products, and fresh and cured meats. Decreases of 0.2 per cent or less occurred in two major group indexes—chemical products 238.4 from 238.9, and wood products to 386.7 from 386.9.

Slight increases were registered for three major group indexes—textile products to 260.0 from 259.5, iron products to 314.8 from 314.1, and non-metallic minerals to 225.5 from 225.3.

U.S. consumer, May

The United States consumer price index (1967=100) advanced 0.6 per cent after adjustment for normal seasonal factors. Before seasonal adjustments, the increase was 0.5 per cent. The index rose to 120.8 from 120.2 and was 4.4 per cent higher than a year ago. Higher prices for apparel, used cars, homes and postage, accounted for half the increase in the May 1971 index.

Foods prices, seasonally adjusted, rose 0.2 per cent, much less than in the preceding four months. There were increases in the prices of fruits and vegetables, beef and dairy products. Prices of chicken and eggs declined less than usual. The increase in first-class postage from 6 to 8 cents accounted for one-fourth of the rise in the services component which was 0.6 per cent.

Men on relief

Work-for-relief, the concept that requires a welfare recipient to work off his relief payments in a job chosen for him by his civic administration, has been condemned by the Canadian Council on Social Development in a report titled "Men on Relief."

Describing the concept as totally unacceptable, socially and economically, Reuben C. Baetz, Executive Director of the Council, pointed out that it subjects the individual to humiliation, and raises unnecessary financial and administrative problems for a municipality. "It is disheartening that so many Canadians, without thinking, trot out this cruel and shoddy concept, in a panic, whenever this country suffers an unemployment crisis," he continued. The Government would be better occupied, in the Council's opinion, in trying to increase the number of genuine work opportunities.

Work-for-relief ignores the skills the worker may already have; the "working off" requirement takes precedence, says Mr. Baetz. Furthermore, the earnings in any period are limited to the amount of relief paid for that same period. Those who are actually employable face these injustices. But many are placed in the employable category who should not be there. In its study of 440 "employable" men in Edmonton, Winnipeg and Ottawa, a Council team discovered that there are men, defined as "employable" by public welfare departments, who are "economically and socially vulnerable; they lack education, skills, savings, and frequently even unemployment insurance; they are, by and large, forgotten

by the various systems—political, economic, manpower and welfare. Clearly, the outlook for these men is not going to be improved by any make-work assignments," the report concludes. Because of their definition of employability, welfare departments often supply inflated estimates of the numbers of employable men who have been long-term recipients of welfare. The Council study, done at a time of relatively high employment, states that it was difficult to find enough men to fit the employable category. "One welfare administrator guessed there were easily over 100 in his files; one of his supervisors guessed 12, and she was very close to being correct," said Baetz.

He next elaborated on three of the financial complications affecting work-for-relief programs. First, under Canada Assistance Plan regulations, provinces and municipalities are not permitted to use for relief purposes those welfare funds received under the CAP cost-sharing agreement with the federal Government. Second, the funds for these projects are often taken from public welfare funds, instead of from public works budgets established to provide money for projects that are of real value to the community. Third, these projects usually are exceedingly expensive because of the administrative costs of organizing them, enforcing standards, and supplying proper safety measures, transportation and working clothes.

The Council study urged that applications for social assistance be reduced to the absolute minimum by broadening coverage and eligibility for unemployment insurance. Individuals finding themselves in the same circumstances as the Council's sample group should be helped to achieve self-respect, face reality, and to obtain training and placement as soon as they make contact with an agency. Attitudes of staff in these offices, and the physical environment in which they work should be re-examined to ensure that they are not detrimental to the objectives of the program. The person seeking help should have free access to his file and all the information collected on him. Finally, special units composed of staff

who are freed from administrative tasks and able to work with hard-to-place unemployed people should be established within departments of public welfare.

The Council report was not optimistic in its final appraisal of the situation: "... even with optimal resources of time, staff and money, such a service is unlikely to achieve any lasting benefits in the absence of nationwide policies of high employment and, if need be, the creation of job opportunities that go beyond the traditional labour market."

General topics

Employment review

Total employment in Canada in May was 8,084,000 (not seasonally adjusted), compared with 7,737,000 in April. The number of unemployed persons declined by 116,000 to 543,000. The total labour force was 8,627,000, an increase of 231,000 since April. Compared with a year earlier, the labour force advanced 162,000, or 1.9 per cent, and employment by 132,000, or 1.7 per cent. The number of unemployed persons increased by 30,000 over the year. Seasonally adjusted, employment in May was 8,025,000 compared with 7,932,000 in April. The unemployment rate was 6.3 per cent.

Employment

Total employment in Canada was 8,084,000 in May, 347,000 more than in April. The advance followed a below-average increase between March and April. Among various industries, employment was above average in community, business and personal services, 68,000, construction, 67,000, public administration, 66,000, and manufacturing, 57,000. It was below average in agriculture, 40,000, and transportation, communication and other utilities, 12,000. Employment in trade, finance, insurance and real estate showed little change.

All levels of government shared in the increase in public administration. There were above-average increases in all main age-sex groups, the largest being among persons 14 to 24 years of age. Employment gains for men, aged 25 and over were above average and the small increase for women aged 25 and over was about normal.

Seasonally adjusted employment

The seasonally adjusted level of employment, after declining in April, increased in May. There was an overall gain of 1.2 per cent in Canada, compared with gains of 1.3 per cent in the Atlantic region, 1.1 per cent in Quebec, 1.0 per cent in Ontario, and 2.0 per cent in the Prairies. There was little change in British Columbia.

Unemployment

Between April and May, the number of unemployed persons declined by 116,000 to 543,000, and was 30,000 higher than a year ago. Most of the reduction was among persons 25 years of age and over, 105,000. There was

a reduction of 21,000 among women in this age group. The 85,000 decline among men 25 years of age and over was larger than average. Because of the increase in unemployment of persons 14-24 years, total unemployment was 30,000 higher than a year ago.

Seasonally adjusted unemployment rate

After advancing sharply to 6.7 per cent in April, the seasonally adjusted unemployment rate declined to 6.3 per cent in May and was lower in all main age-sex groups. A marked decrease was recorded in unemployment among women 25 years of age and over. There were substantial declines in the seasonally adjusted rates in British Columbia and Quebec. Changes in Ontario, the Atlantic Region and the Prairies were small. The seasonally adjusted unemployment rate was 6.3 per cent in May.

Unemployment insurance fund

During May 1971, 15,114 investigations were concluded across Canada. Of these, 10,069 were on-premises investigations, and 1,535 were selective investigations to verify the fulfilment of statutory conditions. The remaining 757 formal investigations and 2,753 post-audit investigations dealt with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,583. Prosecutions were commenced in 154 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in May totalled \$50,006,422.07 compared with \$48,399,870.22 in April and \$39,630,645.53 in May 1970. **Benefits paid in May totalled \$77,541,495.01 compared with \$100,008,016.92 in April and \$74,396,461.29 in May 1970.** The balance in the Fund on May 31 was \$244,493,115.32 compared with \$272,028,188.26 at the end of April and \$394,098,625.18 at the end of May 1970.

September credits

"The Final Plateau", p. 604, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Unemployment insurance report, p. 620, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 630, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 627, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 594, 595, 596, 597, 598, 609, 611. Murray McGowan: p. 583, 587. Murray Mosher: p. 585. Photo Features Ltd.: 586. CN Photo: p. 588. The Public Archives of Canada: p. 600.

Conciliation

During June the Minister of Labour appointed conciliation officers to deal with the following disputes:

Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (Conciliation Officer: G. R. Doucet and Industry Specialist: C. E. Poirier).

Northern Industrial Carriers Limited, Edmonton, Alta., and General Teamsters, Local 362, and General Truck Drivers and Helpers, Local 31 (Conciliation Officer: D. H. Cameron).

Nordair Limited, Montréal International Airport, and Canadian Air Line Pilots' Association (Conciliation Officer: G. R. Doucet).

Zenith Transport Ltd., Burnaby, B.C., and General Drivers and Helpers Local 31 (Conciliation Officer: A. A. Franklin).

Motor Transport Industrial Relations Bureau of Ontario (Inc.), Rexdale, Ont. (representing various trucking companies) and Teamster Locals 91, 141, 879, 880 and 938 (representing drivers and maintenance employees) (Conciliation Officer: T. B. McRae).

Marine Industries Limited, Montréal, Qué., and Canadian Marine Officers' Union (Conciliation Officer: G. R. Doucet).

CP Air, Vancouver International Airport, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: G. W. Rogers).

Canadian Broadcasting Corporation, and Service Employees International Union, Local 183, Ottawa and 204, Toronto (Conciliation Officer: K. Hulse).

Settlements by conciliation officers

Radio Nord Inc., and Radio La Sarre Inc., Rouyn, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. G. Dorion) (LG, Aug., p. 545).

Central Mortgage and Housing Corporation, Ottawa, Ont., and Public Service Alliance of Canada (representing Heating Plant Stationary Engineers) (Conciliation Officer: H. A. Fisher) (LG, Aug., p. 546).

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment), Pinawa, Man., and Canadian Union of Public Employees, Local 938 (representing nuclear reactor operators) (Conciliation Officer: A. E. Koppel) (LG, Aug., p. 546).

New Brunswick Broadcasting Co. Ltd. (CHSJ-TV and CHSJ-Radio), Saint John, N.B., and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. L. Kervin) (LG, July, p. 474).

Canadian Lake Carriers' Association (representing various shipping companies) and Canadian Merchant Service Guild (Conciliation Officer: G. R. Doucet and Industry Specialist: T. B. McRae) (LG, July, p. 474).

Upper Lakes Shipping Limited (Grain Elevator Division) Goderich, Ontario, and Federal Union 23736, CLC (Conciliation Officer: K. Hulse) (LG, July, p. 474).

The Goderich Elevator & Transit Company Limited, Goderich, Ont., and Federal Union 23736, CLC (Conciliation Officer: K. Hulse) (LG, July, p. 474).

British Overseas Airways Corporation, Montréal, Qué., and International Association of Machinists and Aerospace Workers, Lodge 2343 (Conciliation Officer: G. R. Doucet) (LG, July, p. 474).

Bushnell Communications Limited (Ottawa-Cornwall Broadcasting Limited) and the Ottawa Newspaper Guild, Local 205 of the American Newspaper Guild (AFL-CIO/CLC) (Conciliation Officer: H. A. Fisher) (LG, June, p. 394).

Cominco Ltd. (Pine Point Operations), Pine Point, N.W.T., and United Steelworkers of America (Conciliation Officers: D. H. Cameron and G. W. Rogers) (LG, June, p. 394).

TransAir Limited, Winnipeg International Airport, and Lodge 2223, International Association of Machinists and Aerospace Workers (representing employees in the maintenance department) (Conciliation Officer: A. E. Koppel) (LG, June, p. 394).

CKJL Radio-Laurentides Inc., St. Jérôme, Qué., and le Syndicat des Journalistes de Montréal Inc. (Conciliation Officer: S. T. Payne) (reassigned to R. G. Dorion) (LG, May, p. 326).

Bulk Carriers Limited, Cooksville, Ont., and General Truck Drivers Union, Local 938, Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Transport Drivers, Warehousemen and Helpers Union, Local 106 (Conciliation Officer: K. Hulse) (LG, May, p. 326).

Maple Leaf Mills Limited, Medicine Hat, Alta., and Local P511, Canadian Food and Allied Workers, chartered by the Amalgamated Meat Cutters and Butcher Workmen of North America (Conciliation Officer: A. A. Franklin) (LG, May, p. 327).

Blue Peter Steamships Limited, St. John's Nfld., and Canadian Merchant Service Guild (Conciliation Officer: W. J. Gillies) (LG, April, p. 267).

Canadian Marconi Company (Broadcasting Division, CFCF-TV and CFCF-Radio) Montréal, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: G. R. Doucet) (LG, April, p. 267).

Conciliation boards appointed

Trailways of Canada Limited, Willowdale, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (LG, Aug., p. 546).

CFRA Limited, Ottawa, Ont., and Association of Canadian Television and Radio Artists (ACTRA) (LG, July, p. 474).

Conciliation Boards fully constituted

The Board of Conciliation and Investigation established in May to deal with a dispute between Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment) Pinawa, Man., and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union No. 254 (LG, Aug., p. 546) was fully constituted with the appointment of A. F. Kristjansson of Winnipeg, as chairman. Mr. Kristjansson was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee H. G. Piercy and union nominee Michael Capri, both of Winnipeg.

The Board of Conciliation and Investigation established in April to deal with a dispute between National Harbours Board, Port of Québec, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (representing general operations, maintenance and cold storage warehouse employees) (LG, July, p. 475) was fully constituted with the appointment of Jean-Paul Deschênes of Québec City, as Chairman. Mr. Deschênes was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Marcel Dionne, Québec City, and union nominee J. Chaloult, Montreal.

The Board of Conciliation and Investigation established in April to deal with a dispute between Brunterm Limited, Saint John, N.B., and International Longshoremen's Association, Local 273 (LG, July, p. 475), was fully constituted with the appointment of Judge Nathan Green, Q.C. of Halifax, as chairman. Judge Green was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee M. B. Mulroney, Montréal, and union nominee Fred Hodges, Saint John, N.B.

The Board of Conciliation and Investigation established in April to deal with a dispute between Nation-Wide Interior Maintenance Co. Ltd., Montréal, Qué., and Building Service Employees' Union, Local 298-QFL (LG, July, p. 475) was fully constituted with the appointment of Stanley Hartt of Montréal, as chairman. Mr. Hartt was appointed by the Minister on the joint recommendation of company nominee Raymond Caron, Q.C., and union nominee Marc Boulard, both of Montréal.

The Board of Conciliation and Investigation established in April to deal with a dispute between Eldorado Nuclear Limited (Mining and Exploration Division) Eldorado, Sask., and United Steelworkers of America (LG, July, p. 475) was fully constituted with the appointment of R. A. Gallagher, Q.C. of Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee H. E. Lake and union nominee Frank Kuzemski, both of Edmonton.

Conciliation board reports received

Channel Seven Television Limited (CJAY-TV), Winnipeg, Man., and National Association of Broadcast Employees and Technicians (LG, July, p. 475). (Full text appears in Supplement No. 5, 1971).

Canadian National Hotels Limited (Hotel Nova Scotian) Halifax, N.S., and Hotel and Restaurant Employees and Bartenders International Union, Local 662 (LG, June, p. 396). (Full text appears in Supplement No. 5, 1971).

Conciliation boards not appointed

Air Canada, Montréal, Qué., and International Association of Machinists and Aerospace Workers, District Lodge 148 (LG, Aug., p. 546).

Transports Desgagnés Inc., Charlevoix, Qué., and Seafarers' International Union of Canada (LG, May, p. 326).

Settlements by conciliation boards

F. M. Yorke & Son Limited (M.V. "Lorne Yorke") Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers, Local 400 (LG, June, p. 396).

Eastern Telephone and Telegraph Company, Sydney Mines, N.S., and International Brotherhood of Electrical Workers, Local 2096 (LG, June, p. 396).

Nordair Limited, Montréal International Airport and International Association of Machinists and Aerospace Workers, Lodge No. 2309 (representing flight attendant personnel) (LG, June, p. 396).

Settlements reached after board procedure

Canadian National Hotels Limited (Hotel Newfoundland) St. John's, Nfld., and Hotel and Restaurant Employees and Bartenders International Union, Local 779 (LG, Aug., p. 547).

Canadian Pacific Railway Company (S.S. "Princess of Acadia," Bay of Fundy Service) and Seafarers' International Union of Canada (LG, April, p. 268).

Dispute lapsed

Neil Penner Highway Service, Morden, Man., and General Drivers, Warehousemen and Helpers, Local 979 (LG, June, p. 396).

Strike action

M & P Transport Limited (Toronto Terminal) and General Truck Drivers Union, Local 298 (strike commenced June 2 and terminated June 23) (LG, Aug., p. 547).

Defence Construction (1951) Limited (employees at Nanaimo, B.C., and Courcellette, Qué.) and Public Service Alliance of Canada (strike commenced at Nanaimo on June 21 and at Courcellette on June 22).

Channel Seven Television Limited (CJAY-TV) Winnipeg, Man., and National Association of Broadcast Employees and Technicians (strike commenced on June 23) (see above).

Strike terminated

Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man., and Association of Flin Flon Trade Unions (strike terminated on June 22 with mediation assistance provided by W. P. Kelly and J. S. Gunn) (LG, April, p. 268).

Certification

The Canada Labour Relations Board met for two days during June. It granted nine applications for certification, rejected four, ordered one representation vote, and permitted withdrawal of two requests for review of earlier decisions. During the month the Board received 13 applications for certification.

Applications for certification granted

International Union of Operating Engineers, Local 115, on behalf of a unit of loaders and assistant head loaders employed by Straits Towing Limited, Vancouver, B.C. (LG, May, p. 329).

International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Laverlochère Local No. 648, on behalf of a unit of employees of Canadian International Paper Company (Noranda Woods Division) Montréal, Qué., and the Upper Ottawa Improvement Company, Ottawa, Ont. (LG, July, p. 476).

Canadian Union of Public Employees on behalf of a unit of employees of the Sudbury Airport Commission, Sudbury, Ont. (LG, July, p. 476).

International Association of Machinists and Aerospace Workers on behalf of a unit of skycaps and skycap captains employed by Consolidated Aviation Fueling and Services Ltd., Toronto International Airport, Malton, Ont. (LG, Aug., p. 549).

National Association of Broadcast Employees and Technicians on behalf of a unit of employees of CKLW Radio Broadcasting Limited, Windsor, Ont. (LG, Aug., p. 549).

National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Baton Broadcasting Limited and St. Clair River Broadcasting Limited, carrying on business in partnership under the firm name and style CKLW-TV, Windsor, Ont. (LG, Aug., p. 549).

Local 1318, International Brotherhood of Electrical Workers, on behalf of a unit of employees of CJCH Limited, Halifax, N.S. (LG, Aug., p. 549).

Canadian Air Line Flight Attendants' Association on behalf of a unit of stewardesses, and other employees who may perform similar functions, employed by War-dair Canada Ltd., Edmonton, Alta. (LG, Aug., p. 549).

General Teamsters, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Byers Transport Limited, Edmonton, Alta. (LG, Aug., p. 549).

Applications for certification rejected

L'Association des pilotes et agents juniors, applicant and Air Gaspé Inc., Havre de Gaspé, Que., respondent (LG, May, p. 329). The application was rejected because it had been abandoned by the applicant.

Transport Drivers, Warehousemen and Helpers Union Local 106, International Brotherhood of Teamsters Chauffeurs, Warehousemen and Helpers of America applicants, Métropolitain Provincial (1967) Inc. Montréal, Qué., respondent, and Syndicat des employés Métropolitain Provincial (CSN), intervener (LG, May, p. 329). The application was rejected because it was not supported by a majority of the employees in a representation vote conducted by the Board.

International Longshoremen's and Warehousemen's Union, Local 500, applicant, and British Columbia Maritime Employers Association, Vancouver, B.C., respondent (LG, June, p. 399). The application was rejected because the unit of employees proposed by the applicant is not appropriate for collective bargaining (Reasons for Judgment issued as Supplement No. 6, 1971).

International Union of Operating Engineers, Local 115, applicant, and H. M. Trimble & Sons Ltd., Calgary, Alta., respondent (LG, July, p. 476). The application was rejected because the unit of employees proposed by the applicant is not appropriate for collective bargaining.

Representation vote ordered

Canadian Air Line Employees' Association, applicant, Pacific Western Airlines Ltd., Vancouver International Airport, Vancouver, B.C., respondent, John A. Cormack, intervener, and Miss Christine Carleton, intervener (LG, Apr., p. 267). The Board directed that the ballot should show the names of Canadian Air Line Employees' Association and Pacific Western Airlines Transport Employees' Association, the currently certified bargaining agent (Returning Officer: A. F. Tulloch).

Requests for review under Section 61(2)

The Board permitted the withdrawal of two requests received from the National Association of Broadcast Employees and Technicians requesting review of certificates issued to it naming the union as bargaining agent of units of employees of Bushnell TV Co. Limited (CJOH-TV), Ottawa, Ont. (now Ottawa-Cornwall Broadcasting Limited). One certificate, dated August 9, 1967, covered certain employees in the company's engineering and operating departments. The other certificate, dated November 20, 1968, covered a unit of stage hands (LG, Aug., p. 550).

Applications for certification received

Brewery and Soft Drink Workers Union, Local 300, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of a unit of warehousemen and truck drivers employed by Hall Distributors Limited, Kelowna, B.C. (Investigating Officer: A. A. Franklin).

Local 518, International Longshoremen's and Warehousemen's Union, Canadian Area, on behalf of a unit of employees of Superintendence Company (Canada) Ltd., Vancouver, B.C., employed in its General Testing Laboratories Division (Investigating Officer: D. H. Cameron).

National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Ottawa-Cornwall Broadcasting Limited, Ottawa, Ont. (Investigating Officer: G. A. Plante).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of highway or line drivers employed by Reimer Express Lines Ltd., Winnipeg, Man. (Investigating Officer: A. E. Koppel).

International Longshoremen's Association, Local 1932, on behalf of a unit of employees employed at the Port of Montreal by Agence Maritime Inc., Qué. (Investigating Officer: R. G. Dorion).

International Longshoremen's Association, Local 1932, on behalf of a unit of employees employed at the Port of Montreal by Terminus Maritime Inc., Québec, Qué. (Investigating Officer: R. G. Dorion).

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Meyers Transport Ltd., Peterborough, Ont. (Investigating Officer: H. A. Fisher).

Oil, Chemical and Atomic Workers' International Union on behalf of a unit of employees of Montreal Stevedoring Corporation, Montreal, Qué. (Investigating Officer: R. G. Dorion).

Oil, Chemical and Atomic Workers' International Union on behalf of a unit of employees of St. Lawrence Stevedoring Company Limited, Montreal, Qué. (Investigating Officer: R. G. Dorion).

The Territorial Transport (1968) Limited Drivers Association on behalf of a unit of employees of Territorial Transport (1968) Limited, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Vanstor Transport Co. Ltd., Richmond Hill, Ont. (Investigating Officer: H. A. Fisher).

Canadian Telecommunications Union, Division No. 43, United Telegraph Workers, on behalf of a unit of foot and bicycle messengers employed by Canadian National Railways—Telecommunications Department, Toronto, Ont. (Investigating Officer: K. Hulse).

International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Great West Towing & Salvage Ltd., Vancouver, B.C. engaged in the operation of self-loading log barges (Investigating Officer: A. A. Franklin).

Railway arbitration

Ten disputes were dealt with by the Canadian Railway Office of Arbitration in Montreal on May 11. Four grievances were allowed, and six dismissed.

Case No. 278: Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over the use of a junior employee for overtime service in place of a senior man on an overtime list.

Because of a large volume of traffic, CN decided to operate an extra highway trip from Halifax to Port Hawkesbury, N.S., and used a motorman who was on duty to perform the service. The brotherhood, contending that a senior motorman on an overtime list should have been called for service, claimed that the company had violated an article of the collective agreement and asked that the senior motorman be given nine hours' pay at punitive rates. The company denied the claim.

The junior man who did the work was regularly assigned to pick-up and delivery, but was not on the list of those to be called for highway overtime. The company contended that according to the agreement, someone simply continuing on with his regular assignment would continue to perform it on an overtime basis where necessary. The arbitrator agreed, but in this particular case, the employee was transferred from his regular assignment in one segment of the Halifax Fleet to perform work coming within the scope of a regular bulletined job in another segment. The first hour and one-half was within regular time, the bulk of the temporary assignment was on overtime, the arbitrator said. He therefore allowed the grievance and awarded the grievor the amount claimed.

Case No. 279: Ex parte dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over a settlement clerk's complaint that he was unjustly dealt with when his personal belongings were searched by a CN constable.

A settlement clerk had just finished his regular tour of duty and was on his way home when a CN constable stopped him and, over his objections, looked through his utility bag. It was the first time in some 14 years of employment that the grievor had to submit to this procedure, and he found it rather disquieting. The brotherhood contended that it was a violation of the agreement, which guaranteed an employee at least one day's notice of an investigation, specifying the charges against him. The company, on the other hand, said that spot checks were conducted from time to time throughout the system and that the practice was of many years duration. The arbitrator believed that routine inspection of lunch pails or packages was a common procedure in industry and did not constitute an investigation of an alleged irregularity as the brotherhood had contended. "What is involved here is simply a surveillance of employee conduct on the premises, a matter well within the normal managerial process and not restricted by anything in the collective agreement," the arbitrator said. "There is nothing in the circumstances of this case to indicate that the grievor was being deliberately victimized or embarrassed by this procedure. He may have found it a distasteful matter, but the fact is that it is a normal incident of industrial life, and, at least in this case, carried no particular implications with respect to the grievor . . . Accordingly, the grievance is dismissed."

Case No. 280: Ex parte dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over denial of the assistance of a union representative to a warehouseman when questioned by the Investigation Department.

A warehouseman suspected of stealing watches was requested to report to the Office of the Investigation Department for questioning. The brotherhood contended that in accordance with an article of the agreement, proper notice should have been given and the man should have been provided with the assistance of a union representative at the time of the investigation. The company protested that the man was not charged with any offence nor was he held for investigation, but was only questioned by a CN police constable.

After he reported to the office, however, he was asked to empty his pockets and he was partially searched. He was taken to a room with two other employees and two company constables; he was taken to another room, and then to yet another where he was asked to face a doorway while someone walked by, presumably in an attempt to identify him. He was questioned about the theft, accused of it, but not charged. During the questioning he was not cautioned; he was not permitted a lawyer nor a union representative and he was not permitted to telephone, although his children were at home in the care of a baby sitter who had to attend school.

The arbitrator agreed with the brotherhood that an article of the agreement provided certain safeguards for employees being investigated in connection with alleged irregularities. One of the most important was the right of representation. The procedure followed by the company deprived the employee of this right at a time when it was most important to him. "No doubt there are many functions to be carried out by the railway police that are not at all inhibited by anything contained in the collective agreement," the arbitrator said, "but the provisions of the agreement impose certain obligations on the company with respect to investigations. Whether the company acts through its police officers or otherwise, it has subjected itself to the terms of the agreement, and is bound by them." For these reasons, he said, the grievance must succeed.

Case No. 281: Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over the advertising of a stenographic vacancy with the requirement that the successful applicant had to be bilingual.

The brotherhood claimed that the company had violated an article of the agreement when they advertised for a stenographer who could take shorthand in both French and English. When the position of stenographer was established in 1961 there was no reference to any language qualifications, so the union believed that the requirement of an ability to take shorthand in more than one language constituted a change in the classification.

The company argued that the position had in many cases since 1967, been advertised as having a bilingual qualification and that it was now too late for the union to object. The arbitrator did not accept this argument. "If in fact the company is requiring employees to perform work outside of their classification, employees may grieve, even though it would be too late to recover in respect of past circumstances." But their second argument was more valid. The parties had accepted bilin-

gualism as a proper qualification for the job of stenographer when the rates were negotiated. Although no express agreement had been established, the arbitrator said, it seemed clear that when the classification was created, both parties realized that in many cases stenographers were required to be bilingual. "The requirement of bilingualism is not a change from the requirements expected when the wage agreement was made," he said. "It is unfair for the union to raise this matter now, when the parties bargained for the job as it stood . . . On this last ground, therefore, the grievance must be dismissed."

Case No. 282 and Case No. 283: Disputes between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over penalties assessed two CN employees who were charged with careless handling of valuable shipment.

A motorman was assigned to handle and deliver a shipment of coins to two separate banks. He left the terminal, accompanied by a CN constable and a warehouseman, without counting the bags of money. They arrived at the first bank and delivered 52 bags. When they arrived at the second bank they delivered 81 bags; one bag was missing. The grievor was charged with "failure to conform with procedure, resulting in careless checking and handling of large value shipment and shortage of \$1,000," and given a one month's suspension. The brotherhood appealed the suspension claiming it unjust and requested that the man be reinstated with all loss of wages. The company denied the request.

On the day in question the grievor had parked his truck, ready to receive the shipment, and reported to the office of the value clerk. On leaving the office he met the fleet supervisor, who instructed him to pick up a waybill for a shipment of bicycles. By the time he had returned to the truck after following the supervisor's instructions the transfer of the money was almost completed. He observed that the bags were not properly separated and he advised the value clerk, but he did not check or count the bags as he would normally have done; he simply signed a cash sheet presented by the value clerk, which listed only the waybill numbers for the two deliveries, treating the shipment as just a regular shipment.

In his award, the arbitrator said that the grievor, as an experienced employee, was used to handling value shipments and was aware of the regulations, and knew that he was not complying with them; but the gravest breach of regulations had already occurred when the grievor had returned to his truck to find the shipment had nearly all been loaded in his absence. "The grievor had been detained by the supervisor's request, and I see nothing improper in his having complied with it

promptly," the arbitrator said. "If the supervisor knew that the loading of the value shipment was beginning, he may himself be said to have some responsibility in the matter, but this of course is not known. The primary responsibility appears to have been that of the value clerk, although it may be noted that the improper loading was carried on in the presence of a railway constable and helper."

The only alternative for the grievor was to have had the loading process start all over again. By signing the waybill only, he could not divest himself of his responsibilities, but under the circumstances, the imposing of a one-month suspension was, in the arbitrator's opinion, a very heavy penalty, excessive for the misdemeanor in question. "In my view, a suspension of one week would not have gone beyond the range of reasonable disciplinary responses to the situation. Accordingly, I award only that the grievor be paid, forthwith, compensation for three weeks' loss of earnings."

The second case concerned the express value clerk, the one responsible for unloading and counting the money shipments from the container to the value room. He was accompanied by a general clerk, who left shortly after the counting started to make another call. The grievor had doubts about his count and rechecked it, feeling that his count was complete.

The arbitrator said that in his opinion there was no doubt that the grievor was negligent in his duties. He did not check and record the seals on the packers in which the shipment was delivered; he did not request a replacement for the general clerk, but continued, contrary to regulations, to handle the shipment by himself; he failed to report the discrepancy he suspected, but carried out a subsequent count by himself; on his lunch period, he had left the key to the value room in an unlocked desk drawer; later, when delivery of the shipment was to be made, he began to transfer the value shipment even though the motorman who was to receive it was not present; he did not perform the transfer properly, and did not obtain a proper receipt for it.

"This is not simply the case of a mistake," the arbitrator said. "It is a case of thoroughly negligent handling of a value shipment, contrary to regulations of which the grievor, as an experienced employee, was certainly aware, and contrary to the sensible principles on which those regulations were based. The whole conduct of the operation reveals an extremely serious failure of responsibility . . . and the company was justified in taking a very serious view of the matter . . . For the reasons set out above, the grievance must be dismissed."

Case No. 284: Dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the abolishing of a messenger position.

When one of two messenger positions in the mailroom was abolished, the brotherhood claimed that it was an operational change and a violation of the Job Security Agreement.

The article of the agreement that the brotherhood thought was violated stated: "The company will not put into effect any technological, operational or organizational change of a permanent nature which will effect a material change in working conditions with adverse effects on employees without giving as much advance notice as possible . . ."

The company explained that the position that was abolished was one of two messenger positions in the mailroom. After the abolition, the work was performed by a junior clerk and one messenger. The company had previously decided that it would operate the mailroom with a staff of two, and were doing so until one of the messengers was transferred out of the mailroom. When he returned to his messenger position it created a staff of three in the mailroom, but with a reduction in the number of mail deliveries, there was sufficient work for only two persons.

"The organizational or operational change, if any," the arbitrator said, "would appear to have been in the reduction of mail deliveries. This is, as is the abolition of a position, a change of 'operation' in a narrow sense, but it is not necessarily an 'operational change' of the sort referred to in the Job Security Agreement . . . In any event, no employee suffered any adverse effects, in my view, as a result of the change." The messenger whose job had been abolished was transferred to a higher-rated job, and it was not suggested that he had to move to another community. "While no doubt the opportunities for other employees were limited to the extent of there being one less job available, it may be doubted . . . whether this is the sort of adverse effect for which Article VIII is intended to provide relief." For these reasons, the grievance was dismissed.

Case No. 285: Dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a clerk's performing the duties of a warehouseman but not getting paid for it.

On 11 separate days, a clerk was assigned to do work in a shed. The union contended that the work done was that of a warehouseman and that the clerk was entitled to payment at the warehouseman rate for the 2½ hours that the work required.

The brotherhood claimed that for two and one-half hours of 11 separate days the grievor performed work at the Warehouseman Grade 3 level, and therefore according to an article of the agreement he was entitled to receive the difference between the rate paid a clerk and that paid a Warehouseman, Grade 3.

The company contended that the grievor's predecessor in this work had been a clerk, but the union said that the work had been done by a Warehouseman Grade 3. The company said it was possible that a warehouseman on that level had replaced the clerk for a time, but admitted that the duties did come within the scope of the Warehouseman 3 category.

The arbitrator said that just because the grievor had carried out some of the duties of a warehouseman at the higher level it did not follow that he was temporarily assigned to that position. The work in question was common to the classifications of both Warehouseman 2 and 3, the only distinction being the amount of time spent at it. The duties of a Warehouseman 2 included the performance of this type of work up to four hours a day; a Warehouseman 3 might work longer. In this case, the arbitrator said, the grievor performed for two and one-half hours a day and on the assumption that it was warehouseman's work, it can only be said to have been that of a Warehouseman 2. The classification of this grade is a lower-rated classification than that of the grievor, and the article in question protected the grievor from any reduction in his rate of pay. Since his rate was not reduced, and the article was not violated, the grievance was dismissed.

Case No. 286: Dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a claim by the brotherhood that the abolition of two highway driver positions violated an article of the Job Security Agreement.

Two drivers had been hired to drive mail trucks as a result of a contract between CN and the Canada Post Office. The contract had been for a two-year term that had expired and then was extended for a three-month period. It was not renewed, and the company, no longer able to use the services of the drivers, notified them on December 9 that their positions would be abolished December 31.

The arbitrator said that the question in this case was whether the cancellation of a number of highway driver positions constituted a "technological, operational or organizational change of a permanent nature" that would call for advance notice to the union. The company contended that the reduction in the number of positions was a result of a "fluctuation in traffic," which change did not require contacting the union. It was the arbitrator's opinion that care had to be taken against over-generalizing the provisions of Article VIII of the Agreement. Practically every operational change, he said, could be attributed to "fluctuations of traffic," but the concern here was to give meaning to the phrase in the context of a provision for job security. In this case, the arbitrator said, there was a complete halt to the transportation of mail, with clearly an adverse effect on the employees concerned. He therefore allowed the grievance.

Case No. 287: Dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the abolishing of a typist position.

The typing of manifests was transferred in November from a town to a city. In December, the company gave 90 days notice to the union that the typist position in the town would be abolished. The brotherhood said that the company violated Article VIII of the Job Security Agreement claiming the company made an operational change prior to notice to abolish, and requested that the notice be withdrawn and the typing position reinstated in the town.

The arbitrator said that the company apparently agreed that the abolition of the typist position was an "operational or organizational change of a permanent nature" that would effect a "material change in working conditions with adverse effects on employees," because it gave advance notice. The union, on the other hand, contended that the notice ought to have been given when the work was transferred, and not when the position was abolished.

The arbitrator pointed out that at the time of the transfer of the work the classification of typist continued, as it had not then been decided to abolish the position. There were no adverse effects on employees at the time of the transfer. If notice had been given at the time the typing of manifests was transferred, it would have given employees a longer period of notice than the agreement required, the arbitrator said. It was the abolishing of the position that created the adverse effect, and the company gave adequate notice. Therefore the grievance was dismissed.

Decisions of the umpire

CUB 2943: The claimant made a renewal claim for benefit on July 26, 1968, stating that she had worked as an inspector until July 12, when the job had ended for "three weeks' vacation." She said she had been available for work until August 5 only, because she expected her baby to be born in the week of September 15. She was therefore disqualified from receiving benefit from August 4 because she was not capable of work.

On October 31, she wrote to the area office, stating that her child had been born on September 4 and that she expected to return to work with her former employer. She supplied a medical certificate approving her return to work on October 28. On November 6 she made another renewal claim and on November 13 she phoned the area office to inform them she was prepared to accept temporary employment pending her return to her old job. On December 12 she again applied for renewal.

On February 14, her old employer informed the area office that the claimant had ignored two registered letters recalling her to work and had therefore been dismissed. The claimant reported that she had been ill with the flu for the first two weeks in February. The company elaborated on its position by saying that when the claimant did not return to work on October 21 as she was supposed to, the company nurse had contacted her by telephone to be told that the woman did not feel strong enough to work as yet. In an interview on March 24, the claimant based her delay on the grounds that

her workload was too arduous for one person. On April 15, 1969 she was disqualified from receiving benefit from October 27, 1968 because she had failed to prove that she was available for work. The next day she was told that she was also ineligible for benefit from February 9 to March 22, because she had lost the job through her own fault and was therefore considered to have quit voluntarily.

In her appeal to the board of referees the claimant said she had not been contacted by the company until February 12 and that when she pointed out that her work had been done by two people in her absence, the conversation had ended. By a majority, **the board dismissed the appeal on the basis of the company's evidence.** The dissenting members said that the claimant had been justified in refusing to return under the given conditions in February and that she had proved herself available for work as of October.

In August the woman appealed to the Umpire. The Deputy Umpire noted numerous discrepancies in the claimant's evidence—her failure to notify her employer that she was available for work on October 28, her failure to come in for a medical examination as requested by the company nurse on November 22, the fact that she informed the nurse on November 28 that she did not feel up to working, her failure to reply to company letters, phone calls and finally ultimatums. Regarding the suitability of the job, the umpire noted that having worked in the position for six years, **the claimant should have returned to it first and then attempted to have her grievances settled with the help of the union.** The appeal was therefore dismissed.

Publications in the library

List No. 270

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed, when requesting loans.

Economic policy

■ **No. 1—British Association for the Advancement of Science. Section F (Economics).** The managed economy; papers presented to Section F (Economics) at the 1969 annual meeting of the British Association for the Advancement of Science, edited by Alec Cairncross. Oxford [Eng.] Blackwell, 1970. 133p.

Economics

■ **No. 2—Mishan, Edward Joshua.** Twenty-one popular economic fallacies; with an introduction by Kurt Klappholz. New York, Praeger, 1970. 245p.

■ **No. 3—Robinson, Joan.** Introduction to the theory of employment. 2d ed. [London] Macmillan, 1969. 105p.

Industrial relations

■ **No. 4—Taira, Koji.** Economic development and the labor market in Japan. New York, Columbia University Press, 1970. xiii, 282p.

■ **No. 5—McGill University, Montreal. Industrial Relations Centre.** The dynamics of change—labour relations on the Montreal waterfront; three symposia. Edited by Frances Bairstow. Montreal, 1970. 176p. Symposia sponsored by McGill University Industrial Relations Centre and Montreal Port Council. Contents: 1. Labour relations and the transportation revolution. 2. The technological challenge. 3. The economic imperative and the administrative challenge.

■ **No. 6—Peitchinis, Stephen Gabriel.** Labour-management relations in the railway industry. Ottawa, Information Canada, 1971. 339p.

■ **No. 7—Nova Scotia. Commission of Enquiry into Industrial Relations in the Nova Scotia Construction Industry.** Report [Halifax?] 1970. 134, xlip.

Labour laws and legislation

■ **No. 8—U.S. National Labor Relations Board.** Summary of the National Labor Relations Act. Washington, GPO, 1970. 29p.

■ **No. 9—Webb, Garn H.** Labor law and antitrust; analysis and explanation, by Garn H. Webb and Thomas C. Bianco, assisted by David R. Courdin. New York, Holt, Rinehart and Winston, 1970. 158p.

Labour organization

■ **No. 10—Hinton, James.** Unions and strikes. London, Sydney, Sheed & Ward, 1969, 64p.

■ **No. 11—Ridley, Frederick F.** Revolutionary syndicalism in France, the direct action of its time. Cambridge [Eng.] University Press, 1970. vii, 279p.

■ **No. 12—U.S. Office of Labor-Management and Welfare-Pension Reports.** Requirements for electing union officers, as prescribed in Title IV and related provisions of the Labor-Management Reporting and Disclosure Act, as amended. Rev. ed. Washington, GPO, 1970. 49p.

■ **No. 13—U.S. Office of Labor-Management Policy Development.** Exclusive union work referral systems in the building trades. [Washington, GPO, 1970] 88p.

Minorities

■ **No. 14—MacDonald, Stephen, comp.** Business and Blacks; minorities as employees and entrepreneurs, by the staff of the Wall Street Journal. Edited by Stephen MacDonald. Princeton, N.J., Dow Jones Books, 1970. 150p.

■ **No. 15—Schmidt, Fred H.** Spanish surnamed American employment in the Southwest. Washington, GPO, 1970. v, 247p. A study prepared for the Colorado Civil Rights Commission under the auspices of the Equal Employment Opportunity Commission.

Professional institute

■ **No. 16—Swettenham, John.** Serving the State; a history of the Professional Institute of the Public Service of Canada, 1920-1970 [by] John Swettenham and Davis Kealy. Ottawa, Le Droit [c1970] xii, 263p.

Scientists

■ **No. 17—U.S. National Science Foundation.** Scientific and technical personnel in the Federal government, 1968. Washington, GPO, 1970. 31p.

Social conditions

■ **No. 18—Lipset, Seymour Martin.** Revolution and counterrevolution; change and persistence in social structures. Rev. & updated ed. Garden City, N.Y., Doubleday, 1970 [c1963, 1968, 1969] xxii, 416 p.

■ **No. 19—Marquand, Diana.** Class and power [by] Diana Marquand and Ian Clegg. London, Sydney, Sheet & Ward, [1969] 57 p.

Technology

■ **No. 20—International Conference on Technological Change and Human Development, Jerusalem, 1969.** The challenge of change; report . . . [by] Trevor Evans. London, Pergamon Press, c1970. ix, 190 p.

■ **No. 21—MacDonald, Bruce.** Technological change and manpower requirements to 1975 in Ontario's mechanical construction industry. Toronto, Research Branch, Ontario Department of Labour, 1971. 80 p.

Wages

■ **No. 22—McCormick, Brian Joseph.** Wages. [Harmondsworth, Eng.] Penguin [1969] 188 p.

■ **No. 23—Swedish Employers' Confederation. Bureau of Statistics.** Direct and total wage costs for workers; international survey, 1960-1968. [Stockholm, n.d., 1970?] 78 p.

■ **No. 24—U.S. Bureau of Labor Statistics.** Annual earnings and employment patterns of private non-agricultural employees, 1965. Washington, GPO, 1970. 69 p.

Miscellaneous

■ **No. 25—Conference Board.** A guide to consumer markets, 1970. [11th ed.] New York, 1970. 224 p.

■ **No. 26—Human resources administration: problems of growth and change** [by] William J. Wasmuth [and others] Boston, Houghton Mifflin, 1970. x, 426 p.

■ **No. 27—Innis, Harold Adams.** A history of the Canadian Pacific Railway. With a foreword by Peter George. Toronto, University of Toronto Press, c1971. xix, 365 p.

■ **No. 28—Moore, Albert Milton.** How much price competition? The prerequisites of an effective Canadian competition policy. Montreal, McGill-Queen's University Press, 1970. xiv, 217 p.

■ **No. 29—Sheppard, Harold L., ed.** Toward an industrial gerontology; an introduction to a new field of applied research and service. Cambridge, Mass., Schenkman Pub. Co. [1970] 165 p. "This book is a result of seminars sponsored by the National Council on the Aging and funded in part through the U.S. Employment Service, U.S. Dept. of Labor."

Statistics Section

Labour Statistics

Labour Statistics		Percentage Change	
		From	
Principal Items	Date	Amount	Previous Month Previous Year
		(in thousands)	
TOTAL CIVILIAN LABOUR FORCE*			
Week ended May 22, 1971.....		8,859	+ 2.7 + 2.1
Employed.....		8,308	+ 2.8 + 2.0
Agriculture.....		544	+ 0.4 - 4.4
Non-agriculture.....		7,764	+ 2.9 + 2.4
Paid workers.....		7,207	+ 3.1 + 2.2
At work 35 hours or more.....		6,730	+ 3.6 + 2.3
At work less than 35 hours.....		1,254	- 4.7 + 1.0
Employed but not at work.....		323	+18.3 - 0.9
Unemployed.....		551	+ 1.5 + 4.2
Atlantic.....		47	- 9.6 +23.7
Québec.....		191	- 2.6 + 1.6
Ontario.....		194	+10. ^a +22.8
Prairie.....		53	-10.2 - 8.6
British Columbia.....		66	+ 8.2 -24.1
Without work and seeking work.....		535	+ 3.3 + 5.5
On temporary layoff up to 30 days.....		16	-36.0 -30.4
INDUSTRIAL EMPLOYMENT (1961 = 100)†.....		(Data not available at press time)	
Manufacturing employment (1961 = 100)†.....		(Data not available at press time)	
IMMIGRATION.....	1st 3 mos. 1971	27,899	— - 9.4
Destined to the labour force.....	1st 3 mos. 1971	14,878	— -10.4
STRIKES AND LOCKOUTS			
Strikes and lockouts.....	June	126	+ 44.8 + 8.6
No. of workers involved.....	June	44,210	+241.0 -28.8
Duration in man days.....	June	292,040	+152.0 -63.0
EARNINGS AND INCOME			
Average weekly wages and salaries (ind. comp.)†.....		(Data not available at press time)	
Average hourly earnings (mfg.)†.....		(Data not available at press time)	
Average weekly hours paid†.....		(Data not available at press time)	
Average weekly wages (mfg.)†.....		(Data not available at press time)	
Consumer price index (1961 = 100).....		(Data not available at press time)	
Index numbers of weekly wages in 1961 dollars (1961 = 100)†....		(Data not available at press time)	
Total labour income (Millions of dollars)†.....		(Data not available at press time)	
INDUSTRIAL PRODUCTION†			
Total (average 1961 = 100).....	May	174.6	+ 0.6 + 1.5
Manufacturing.....	May	171.5	+ 0.8 + 0.7
Durables.....	May	193.2	+ 0.4 + 1.8
Non-durables.....	May	154.3	+ 1.1 - 0.4
NEW RESIDENTIAL CONSTRUCTION**			
Starts.....	May	12,759	- 8.6 +80.4
Completions.....	May	544	+24.1 +15.0
Under construction.....	May	98,006	+ 0.7 +30.4

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended June 19, 1971

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
	(in thousands)					
THE LABOUR FORCE.....	8,859	704	2,437	3,345	1,440	933
Men.....	5,989	489	1,668	2,219	980	633
Women.....	2,870	215	769	1,126	460	300
14-19 years.....	1,021	85	254	387	184	111
20-24 years.....	1,439	150	435	487	230	136
25-44 years.....	3,671	250	1,044	1,424	545	408
45-64 years.....	2,526	202	658	968	438	260
65 years and over.....	201	16	46	79	43	17
EMPLOYED.....	8,308	657	2,246	3,151	1,387	867
Men.....	5,595	452	1,525	2,086	944	588
Women.....	2,713	205	721	1,065	443	279
Agriculture.....	544	23	102	145	244	30
Non-agriculture.....	7,764	634	2,143	3,007	1,143	836
Paid Workers.....	7,207	578	1,976	2,821	1,072	761
Men.....	4,724	389	1,325	1,822	680	508
Women.....	2,483	189	650	999	392	253
UNEMPLOYED.....	551	47	191	194	53	66
Men.....	394	37	143	133	36	45
Women.....	157	10	48	61	17	21
PERSONS NOT IN LABOUR FORCE.....	6,513	700	1,921	2,218	1,016	658
Men.....	1,625	206	478	526	256	159
Women.....	4,888	494	1,443	1,692	760	499

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended June 19, 1971

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
(in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	15,372	2,547	4,269	1,310	4,417	1,222	1,606
LABOUR FORCE.....	8,859	1,021	4,088	1,144	1,545	860	201
Employed.....	8,308	824	3,938	1,027	1,508	816	194
Unemployed.....	551	197	150	117	37	44	**
NOT IN LABOUR FORCE.....	6,513	1,526	181	166	2,872	362	1,405
PARTICIPATION RATE†							
1971—June 19.....	57.6	40.1	95.8	87.3	35.0	70.4	12.5
May 22.....	56.2	33.2	95.6	84.9	35.3	69.9	12.2
UNEMPLOYMENT RATE‡							
1971—June 19.....	6.2	19.3	3.7	10.2	2.4	5.1	**
May 22.....	6.3	15.4	4.6	12.0	3.0	5.0	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population of 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended June 19, 1971

	June 1971	May 1971	June 1970
(in thousands)			
TOTAL UNEMPLOYED.....	551	543	529
On temporary layoff up to 30 days.....	16	25	23
Without work and seeking work.....	535	518	507
Seeking:			
Full-time work.....	498	495	462
Part-time work.....	37	22	44
Under 1 month.....	173	135	187
1-3 months.....	155	144	157
4-6 months.....	87	112	75
More than 6 months.....	119	126	88

Source: Labour Force Survey, DBS.

There will be no B-1 table this month. Information for it was unavailable at press time. The table will reappear in future issues as the information becomes available from the source.

C—Employment, Hours and Earnings

There will be no C-1, C-2, C-4, C-5, C-6 and C-7 tables this month. Information for these tables was not available from the Dominion Bureau of Statistics at press time. The missing tables will reappear in the October number of The Labour Gazette.

Table C-3—Estimates of Employees by Industry, Provinces and Canada

		For- estry	Mines, Quar- ries and Oil Wells	Manufacturing		Con- struc- tion	Trans- porta- tion, Commu- nication and Other Utilities	Trade	Fi- nance, Insur- ance and Real Estate	Community, Business and Personal Services		Public Admin- istration and De- fence††	Total Speci- fied Indus- tries
				Non du- rables	Du- rables					Non com- mercial Sector‡	Com- mercial Sector**		
(in thousands)													
Canada													
February 1971*		—	129.8	858.7	798.9	370.6	—	1,092.5	311.6	1,223.8	725.2	448.9	6,714.2
January 1971*		57.4	128.8	862.4	792.6	365.0	690.2	1,088.3	308.3	1,216.8	715.5	448.4	6,699.5
February 1970†		57.7	125.3	851.0	810.4	322.8	645.5	1,071.4	304.1	1,180.1	687.9	432.0	6,489.7
NEWFOUNDLAND													
January 1971*		1.8	5.7	9.8	1.8	5.8	14.1	17.7	2.3	22.4	7.4	8.3	97.0
December 1970*		1.5	5.8	9.4	1.8	5.8	14.5	19.1	2.2	22.4	7.8	8.4	98.8
January 1970†		2.1	5.6	9.3	1.7	6.0	13.7	17.1	2.3	21.9	7.8	7.9	95.4
PRINCE EDWARD ISLAND													
January 1971*		—	—	1.9	0.3	1.2	2.8	4.8	0.6	6.4	1.9	2.4	22.3
December 1970*		—	—	2.2	0.3	1.2	2.7	5.2	0.6	6.3	1.9	2.5	22.9
January 1970†		—	—	1.9	0.4	1.1	2.9	4.1	0.6	5.0	1.5	2.2	19.8
NOVA SCOTIA													
January 1971*		1.9	5.3	17.3	12.6	11.1	21.9	33.7	7.4	47.3	16.1	20.5	195.2
December 1970*		2.1	5.5	17.2	12.7	11.2	20.7	36.2	7.5	48.5	15.8	20.8	198.1
January 1970†		2.4	5.5	17.5	14.1	13.2	21.7	32.9	7.1	44.6	14.6	20.8	194.3
NEW BRUNSWICK													
January 1971*		3.2	2.3	16.6	9.2	8.8	23.3	27.5	4.7	33.8	11.4	12.3	153.2
December 1970*		4.5	2.3	16.4	9.4	9.5	22.5	29.5	4.7	34.8	11.3	12.1	157.0
January 1970†		4.0	2.3	15.7	10.2	9.2	22.7	26.2	4.7	34.0	10.5	12.1	151.8
QUÉBEC													
January 1971*		12.9	23.9	315.7	187.6	76.4	180.7	260.8	87.2	340.4	168.8	105.0	1,759.4
December 1970*		14.7	23.9	314.1	187.9	69.5	185.5	272.4	87.0	341.4	169.9	105.5	1,771.8
January 1970†		17.2	24.8	321.5	193.5	74.8	172.3	262.6	85.2	319.7	171.0	95.2	1,737.9
ONTARIO													
January 1971*		9.7	35.4	360.8	445.2	126.9	215.4	430.0	131.3	460.2	282.3	174.7	2,671.8
December 1970*		9.6	35.3	363.6	445.0	133.1	220.0	455.7	131.6	458.9	282.8	174.3	2,709.9
January 1970†		11.3	33.9	369.7	454.4	131.8	213.5	434.7	132.4	436.5	281.2	176.9	2,676.3
MANITOBA													
January 1971*		0.8	7.8	27.4	20.1	12.8	45.0	56.1	13.1	54.3	32.6	19.9	290.0
December 1970*		0.6	7.6	27.4	19.2	14.1	45.1	58.9	13.1	54.0	33.2	19.8	293.1
January 1970†		0.8	7.7	27.8	21.4	13.1	44.7	56.3	13.6	52.2	32.2	19.8	289.5
SASKATCHEWAN													
January 1971*		0.7	5.9	9.5	4.6	6.8	23.3	36.0	7.9	48.3	18.8	17.6	179.3
December 1970*		0.7	5.8	9.6	4.5	7.3	24.7	38.3	7.8	49.7	18.9	17.9	185.3
January 1970†		0.6	5.5	9.7	4.7	8.6	23.9	37.3	8.6	48.2	20.1	18.2	185.4
ALBERTA													
January 1971*		1.8	25.2	27.1	23.7	30.8	52.9	85.4	19.9	100.4	59.0	34.5	460.8
December 1970*		1.9	24.8	27.0	24.5	32.4	53.9	88.2	19.6	100.5	58.5	34.7	466.1
January 1970†		1.6	24.1	27.1	27.9	35.3	50.5	88.2	19.6	98.8	60.9	32.7	466.6
BRITISH COLUMBIA													
January 1971*		18.3	11.5	51.1	74.4	30.0	81.4	111.9	31.6	114.3	82.1	40.0	646.6
December 1970*		17.3	11.4	51.5	73.4	30.2	84.8	119.8	31.4	113.4	82.9	39.9	656.0
January 1970†		20.0	11.3	51.4	78.9	35.9	80.0	115.6	31.2	107.2	83.0	40.4	654.9

* Preliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organizations and private households. ** Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services. †† Excludes non-civilian employees.

BASIS: 1960 Standard Industrial Classification.

SOURCE: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Notes, page 149, February 1971 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1971—March.....	5,853,000	4,996,500	856,500
February.....	5,840,000	4,952,300	887,700
January.....	5,804,000	4,959,900	844,100
1970—December....	5,717,000	5,045,200	671,800
November.....	5,626,000	5,145,500	480,500
October.....	5,584,000	5,185,300	398,700
September.....	5,609,000	5,217,900	391,100
August.....	5,667,000	5,258,300	408,700
July.....	5,617,000	5,177,600	439,400
June.....	5,672,000	5,230,100	441,900
May.....	5,607,000	5,101,600	505,400
April.....	5,719,000	5,028,300	690,700
March.....	5,718,000	5,012,900	705,100

Table E-4—Benefit Payments, by Province, April 1971

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland.....	116,981	4,099,184
Prince Edward Island.....	22,997	729,567
Nova Scotia.....	122,882	4,119,448
New Brunswick.....	124,630	4,239,224
Québec.....	896,785	33,659,926
Ontario.....	830,255	29,709,469
Manitoba.....	140,525	4,980,999
Saskatchewan.....	85,470	2,930,405
Alberta.....	151,523	5,506,971
British Columbia.....	275,421	10,029,502
Total, Canada, April 1971.....	2,767,469	100,004,695
Total, Canada, March 1971.....	3,198,368	114,301,673
Total, Canada, April 1970.....	2,308,989	81,007,800

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	April 1971			April 1970		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	208,615	165,889	42,726	208,862	158,029	50,833
Newfoundland.....	6,742	5,566	1,176	6,091	5,000	1,091
Prince Edward Island.....	1,096	903	193	1,193	891	302
Nova Scotia.....	7,676	6,341	1,335	7,588	6,214	1,374
New Brunswick.....	8,474	7,223	1,251	8,801	7,352	1,449
Québec.....	61,360	48,069	13,291	65,893	48,302	17,591
Ontario.....	67,358	53,666	13,692	65,074	49,590	15,484
Manitoba.....	8,385	6,769	1,616	7,273	5,763	1,510
Saskatchewan.....	6,375	5,366	1,009	6,164	5,092	1,072
Alberta.....	15,199	12,294	2,905	12,400	9,907	2,493
British Columbia.....	25,950	19,692	6,258	28,385	19,918	8,467

* In addition, revised claims received numbered 48,947.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at April 30, 1971

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants April 30, 1970
		1-4	5-13	14-26	27 or more*	
Canada	818,952	193,969	193,673	307,701	123,609	690,723
Male.....	560,857	141,244	134,901	220,859	63,853	488,252
Female.....	258,095	52,725	58,772	86,842	59,756	202,471
NEWFOUNDLAND	30,047	4,926	6,450	15,323	3,348	27,112
Male.....	25,488	4,239	5,423	13,514	2,312	23,747
Female.....	4,559	687	1,027	1,809	1,036	3,365
PRINCE EDWARD ISLAND	5,910	1,028	1,329	3,145	408	5,019
Male.....	4,494	848	952	2,477	217	3,948
Female.....	1,416	180	377	668	191	1,071
NOVA SCOTIA	39,523	6,177	8,179	19,707	5,460	29,695
Male.....	31,144	4,832	6,338	16,513	3,461	23,123
Female.....	8,379	1,345	1,841	3,194	1,999	6,572
NEW BRUNSWICK	35,968	6,421	7,340	17,199	5,008	29,255
Male.....	27,077	5,111	5,755	13,195	3,016	22,008
Female.....	8,891	1,310	1,585	4,004	1,992	7,247
QUÉBEC	220,745	49,312	54,659	78,576	38,198	221,320
Male.....	154,344	35,810	39,836	58,050	20,648	163,449
Female.....	66,401	13,502	14,823	20,526	17,550	57,871
ONTARIO	286,625	72,773	69,033	103,098	41,721	221,052
Male.....	179,882	49,466	45,103	66,318	18,995	139,481
Female.....	106,743	23,307	23,930	36,780	22,726	81,571
MANITOBA	34,964	8,474	9,066	12,859	4,565	24,856
Male.....	24,235	6,095	6,266	9,557	2,317	17,668
Female.....	10,729	2,379	2,800	3,302	2,248	7,188
SASKATCHEWAN	26,025	5,744	5,652	11,439	3,190	22,344
Male.....	19,488	4,572	4,097	9,150	1,669	17,253
Female.....	6,537	1,172	1,555	2,289	1,521	5,091
ALBERTA	51,966	15,883	12,171	17,612	6,300	31,985
Male.....	37,607	12,452	8,625	13,364	3,166	23,735
Female.....	14,359	3,431	3,546	4,248	3,134	8,250
BRITISH COLUMBIA	87,179	23,231	19,794	28,743	15,411	78,085
Male.....	57,098	17,819	12,506	18,721	8,052	53,840
Female.....	30,081	5,412	7,288	10,022	7,359	24,245

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)								
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year.....	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1970—Year.....	129.7	130.0	130.9	126.8	124.8	139.5	131.2	126.5
1970—May.....	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
June.....	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.5
July.....	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.5
August.....	130.5	131.9	131.5	126.2	125.3	140.2	132.5	126.4
September.....	130.2	130.0	131.8	127.0	125.3	140.1	133.0	126.4
October.....	130.3	128.5	132.8	128.2	125.2	141.2	133.1	126.4
November.....	130.3	127.5	133.3	128.4	125.8	140.8	133.7	126.4
December.....	129.8	125.6	133.4	127.9	126.1	140.7	133.6	126.4
1971—January.....	130.3	126.5	134.1	127.0	126.4	140.7	134.2	127.0
February.....	130.9	127.5	134.5	125.9	128.3	140.7	134.8	127.6
March.....	131.3	128.2	134.8	126.8	128.8	141.0	135.0	127.6
April.....	132.7	129.1	136.0	127.9	129.4	141.4	128.6	127.6
May.....	132.7	130.1	136.1	128.3	129.9	142.0	135.3	128.3
(1949 = 100)								
May.....	171.4*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—May, 1971

	All-Items									
	May 71	April 71	May 70	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)										
St. John's, Nfld.....	123.5	123.1	121.8	119.8	119.3	133.3	120.9	136.7	116.1	145.1
Halifax.....	126.6	125.8	125.2	128.5	121.2	127.7	122.0	146.4	138.3	129.7
Saint John.....	125.1	124.7	123.6	128.6	117.4	129.5	126.0	136.0	132.3	127.6
Montreal.....	126.4	125.9	124.4	128.5	118.9	125.4	129.1	132.7	141.4	128.7
Ottawa.....	130.5	129.7	127.4	132.3	123.8	130.1	132.1	143.5	138.1	135.0
Toronto.....	129.2	128.3	127.5	128.1	123.2	131.1	136.7	142.5	131.1	132.8
Winnipeg.....	128.0	127.5	127.3	128.4	117.1	135.6	134.1	147.4	136.8	129.9
Saskatoon-Regina.....	122.9	122.4	122.2	128.1	114.5	130.7	120.7	128.6	130.5	123.3
Edmonton-Calgary.....	127.6	127.3	124.7	132.0	119.9	128.7	125.3	147.6	137.2	125.3
Vancouver.....	126.4	126.1	123.4	132.0	119.5	129.5	127.8	138.1	125.7	119.0

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1966-1971

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	Per Cent of Estimated Working Time
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
1968.....	559	582	223,562	5,082,730	0.32
†1969.....	566	595	306,799	7,751,880	0.46
†1970.....	501	540	261,187	6,539,560	0.39
†1970—June.....	42	116	62,134	788,910	0.52
July.....	62	132	80,851	842,950	0.55
August.....	46	118	70,738	620,060	0.42
September.....	39	88	45,539	619,430	0.44
October.....	34	84	60,862	758,820	0.53
November.....	33	75	38,948	705,620	0.49
December.....	8	48	34,359	427,150	0.29
†1971—January.....	24	46	30,170	213,060	0.16
February.....	40	69	26,984	180,920	0.14
March.....	33	73	45,381	228,120	0.15
*1971—April.....	42	82	22,430	154,280	0.11
May.....	24	72	10,284	104,870	0.08
June.....	71	121	43,995	415,750	0.27

†Revised. *Preliminary.

Table G-2—Strikes and Lockouts, by Industry, June 1971, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	1	158	160
Mines.....	2	6	1,901	20,910
Manufacturing.....	39	67	23,656	282,220
Construction.....	8	12	4,760	43,210
Transportation and utilities..	9	12	10,671	49,960
Trade.....	4	10	833	10,310
Finance.....	—	—	—	—
Service.....	3	7	508	3,080
Public administration.....	5	6	1,508	5,900
ALL INDUSTRIES.....	71	121	43,995	415,750

Table G-3—Strikes and Lockouts, by Jurisdiction, June 1971, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	7	9	2,231	22,870
Prince Edward Island.....	1	1	86	390
Nova Scotia.....	3	7	2,361	36,740
New Brunswick.....	—	—	—	—
Québec.....	11	24	11,347	71,850
Ontario.....	34	48	16,228	96,430
Manitoba.....	2	3	765	6,180
Saskatchewan.....	—	—	—	—
Alberta.....	2	2	615	2,160
British Columbia.....	8	21	9,343	169,430
Federal.....	3	6	1,019	9,700
ALL JURISDICTIONS.....	71	121	43,995	415,750

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1971, (Preliminary)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
						Termination Date	
Location			June	Accu- mulated			Result
Forestry							
MacMillan Bloedel (Sproat Lake, Kennedy Lake, Cameron & Franklin River Div.) Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	158	160	160	June 8 June 9		Protesting a new Workmen's Compensation regulation — Return of workers pending further discussions.
Mines							
METAL							
*Hudson Bay Mining and Smelting Company, Flin Flon, Man.	Various trade unions (AFL-CIO/CLC)	550	8,250	57,090	Jan. 27 June 22		Vacations, holidays, welfare plan —Return of workers, settlement terms not reported.
Iron Ore Co. of Canada Sept-Iles, Qué.	Machinists and Steelworkers (AFL-CIO/CLC)	325	330	660	May 31 June 1		Protesting technological changes —Return of workers.
American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 (AFL-CIO/CLC)	566	4,530	4,530	June 21 —		Failure to reach a new working agreement—
NON-METAL							
Aluminum Co. of Canada, St. Lawrence, Nfld.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	300	6,600	15,600	Apr. 18 —		Wages—
QUARRIES							
Six granite firms, Beebe, Qué.	Steelworkers Loc. 7550 (AFL-CIO/CLC)	120	600	600	June 16 June 23		Wages, hours—\$1.11 an hr. increase over a 3-yr. contract; reduction of the work week to 42 hours in 1972, 41 hours in 1973.
Manufacturing							
FOOD AND BEVERAGES							
Burgeo Fish Industries Ltd., Burgeo, Nfld.	Food Workers (AFL-CIO/CLC)	160	3,040	3,040	June 4 —		Union recognition—
Pêcheurs Unis de Québec, Newport, Qué.	Commerce Employees (CNTU)	160	800	800	June 7 June 14		Working conditions—Not reported.
Canadian Breweries Ltd., (Notre Dame St. Plant), Montréal, Qué.	Brewery Workers Loc. 301 (AFL-CIO/CLC)	700	10,500	10,500	June 10 —		Hours and security of employment—
Gerber Products Ltd., Niagara Falls, Ont.	District 50 (A. & T.W.) (Ind.)	130	1,170	1,170	June 18 —		Union's members rejected package contract—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1971, (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
			June	Accu- mulated	Termination Date	
Fisheries Association of British Columbia, Vancouver, B.C.	United Fishermen Allied Workers various locals (Ind.)	4,500	13,500	13,500	June 26 —	Higher prices for fish caught—
RUBBER						
Gates Rubber, Brantford, Ont.	Rubber Workers Loc. 733 (AFL-CIO/CLC)	188	2,820	2,820	June 10 —	Failure to reach agreement—
LEATHER						
Daoust-Lalonde Inc., Montreal, Qué.	Clothing Workers' Federation (CNTU)	230	1,380	7,710	Apr. 21 June 9	Wages, hours, fringe benefits— 10¢ an hr. increase retroactive to Nov. 1, 1970, 10¢ May 1, 1971, 10¢ Nov. 1, 1971, 10¢ May 1, 1972; one additional statutory holiday, reduction in hours for June, July and August only.
CLOTHING						
Several garment companies Toronto, Ont.	United Garment Workers Loc. 253 (AFL-CIO/CLC)	300	460	1,430	May 26 June 2	Alleged failure to honour con- tract—Return of workers.
Associated Fur Industries of Toronto Inc., Toronto, Ont.	Food Workers Loc. 82 (AFL-CIO/CLC)	400	4,400	4,400	June 8 June 23	Protesting pay freezing of unpro- ductive workers—Wage increases and reduced weekly hours.
WOOD						
MacMillan-Bloedel, Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	400	200	200	June 17 June 18	Over suspension of 3 workers— Workers returned when the sus- pended workers were reinstated.
FURNITURE AND FIXTURES						
Sunar Industries Limited, Waterloo, Ont.	Steelworkers Loc. 3292 (AFL-CIO/CLC)	276	3,590	3,590	June 14 —	Wages, fringe benefits—
PAPER						
Consolidated Bathurst, New Richmond, Qué.	Pulp and Paper Mil Workers Loc. 574 (AFL-CIO/CLC)	306	5,810	17,740	Apr. 3 June 26	Wages, length of contract—Wage increases 87¢ an hour over a 33- month contract.
Churchill Forest Industries, The Pas, Manitoba.	Pulp and Paper Mill Workers Loc. 203 (AFL-CIO/CLC)	220	4,400	4,400	June 3 —	Protesting the demotion of a machinist—
PRIMARY METALS						
Reynolds Extrusion, Ste Thérèse, Qué.	Steelworkers Loc. 6087 (AFL-CIO/CLC)	110	2,420	5,500	Apr. 21 —	Not reported—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1971, (Preliminary) (Cont.)

Industry	Employer	Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
					June	Accu- mulated	Termination Date	
METAL FABRICATING								
	Dynamic Industries Inc., Quebec, Qué.		Auto Workers Loc. 1044 (CLC)	148	300	4,740	Apr. 19 June 3	Wages—Annual wage increases over a 3-yr. contract; other benefit.
	East Side Plating Canada Ltd. and East Side Stamping Canada Ltd., Windsor, Ont.		Auto Workers Loc. 195 (CLC)	190	2,660	4,370	May 19 June 19	Not reported—Not reported.
	McNamara Industries Ltd., St. John's, Nfld.		Machinists Loc. 950 (AFL-CIO/CLC)	300	2,400	2,400	June 21	Wages—
	Winchester-Western (Canada) Ltd., Cobourg, Ont.		Machinists Loc. 788 (AFL-CIO/CLC)	199	400	400	June 22 June 24	Failure to reach agreement—Re- turn of workers pending further discussions.
	Welmet Industries Ltd., Welland, Ont.		Steelworkers Loc. 5955 (AFL-CIO/CLC)	144	720	720	June 24	Wages—
MACHINERY								
	Brown-Boggs Foundry and Machine Co. Ltd., Hamilton Ont.		U.E. Loc. 520 (Ind.)	100	1,900	5,300	Apr. 13 June 28	Wages, other matters—Increase of 8% first year, 18¢ an hour sec- ond year.
	Chrysler Airtemp Canada, Bramalea, Ont.		Auto Workers Loc. 1285 (CLC)	150	3,300	6,000	May 4	Wages—
TRANSPORTATION EQUIPMENT								
	AP Parts of Canada Limited, Rexdale, Ont.		Auto Workers Loc. 252 (CLC)	275	5,230	9,080	May 11 June 28	Wages—Return of workers, set- tlement terms not reported.
	Hayes-Dana Ltd., Thorold and St. Catharines, Ont.		Auto Workers Loc. 676 (CLC)	1,235	6,580	6,580	June 10 June 17	The issue of incentive standards— Wage increases of 31¢ an hour, union agreed to company factor- ing of production rates.
	Hawker Siddeley Canada Ltd., Trenton, N.S.		Steelworkers Loc. 1231 (AFL-CIO/CLC)	1,100	15,400	15,400	June 11	Wages—
	Ford of Canada, Windsor, Ont.		Auto Workers Loc. 200 (CLC)	4,148	5,670	5,670	June 17 June 21	Alleged dispute over safety con- ditions—Return of workers pend- ing further discussion.
	Ferguson Industries, Pictou, N.S.		Steelworkers Loc. 4702 (AFL-CIO/CLC)	250	130	130	June 18 June 18	Not reported—Not reported.
ELECTRICAL PRODUCTS								
	Electrohome Ltd., Kitchener, Ont.		I.B.E.W. Loc. 804 (AFL-CIO/CLC)	1,800	2,800	2,800	June 3 June 9	Job reclassification—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1971, (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date Termination Date	Major Issues Result
			June	Accu- mulated		
Canadian Westinghouse Co. Ltd., Hamilton, Ont.	U.E. Loc. 504 (Ind.)	350	350	350	June 4 June 5	Workers suspended for protesting the suspension of seven paint shop workers—Not reported.
NON-METALLIC MINERAL PRODUCTS						
Dominion Glass Co. Ltd., Montreal, Qué.	Glass and Ceramic Workers Loc. 206 (AFL-CIO/CLC)	900	19,800	20,700	May 29 —	Wages, fringe benefits—
Dominion Glass Co. Ltd., Hamilton, Ont.	Glass and Ceramic Workers Loc. 203 (AFL-CIO/CLC)	855	7,780	7,780	June 17 —	Wages—
Dominion Glass Co. Ltd., Bramalea, Ont.	Glass and Ceramic Workers Loc. 260 (AFL-CIO/CLC)	497	4,470	4,470	June 18 —	Failure to sign first contract—
Dominion Glass Co. Ltd., Wallaceburg, Ont.	Glass and Ceramic Workers Locs. 235 and 246 (AFL-CIO/CLC)	891	2,670	2,670	June 19 June 24	In sympathy with Bramalea. Hamilton and Montreal plants— Return of workers.
Canadian Johns-Manville Co. Ltd., Toronto, Ont.	Chemical Workers Loc. 346 (CLC)	450	1,350	1,350	June 28 —	Wages and complaint over un- healthy working conditions—
CHEMICAL PRODUCTS						
Uniroyal Chemical Division of Uniroyal Ltd., Elmira, Ont.	District 50 (A. & T.W.) Loc. 13691 (Ind.)	175	530	530	June 28 —	Wages, welfare benefits, pensions —
Construction						
Electrical Construction Association, St. John's area, Nfld.	I.B.E.W. Loc. 2330 (AFL-CIO/CLC)	200	4,400	11,200	Apr. 13	Not reported—
Construction Labour Relations Assoc. of B.C., Vancouver, B.C.	Lathers Loc. 207 (AFL-CIO/CLC)	150	3,300	6,300	May 3 —	Jurisdictional dispute between the Lathers and Carpenters—
Bedard-Girard Co. Ltd., Granton, N.S.	Carpenters Loc. 1178 (AFL-CIO/CLC)	852	18,740	20,440	May 27 —	Wages—
Stebbins Engineering Ltd., Kamloops, B.C.	International Operating Engineers Loc. 115 (AFL-CIO/CLC) Labourers Loc. 602 (AFL-CIO/CLC)	1,200	600	600	June 4 June 7	Jurisdictional dispute between unions—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1971, (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
			June	Accu- mulated	Termination Date	
Kingston Construction Association, Kingston, Ontario.	Plumbers Loc. 221 (AFL-CIO/CLC)	200	3,200	3,200	June 9 —	Wages and benefits—
Master Insulators of Ontario Inc., Province-wide, Ontario.	Asbestos Workers Loc. 95 (AFL-CIO/CLC)	700	9,100	9,100	June 14 —	Wages, hours—
Various construction companies, Edmonton and Northern Alberta.	Labourers Loc. 92 (AFL-CIO/CLC)	600	2,100	2,100	June 22 June 28	Wages—Increase of \$1.15 per hour over a 2-yr. contract.
Various construction companies, Stephenville, Nfld.	Boilermakers and Ironworkers (AFL-CIO/CLC)	225	300	300	June 29 —	In protest of accommodation and food—
Winnipeg Builders' Exchange, Winnipeg, Man.	Bricklayers Loc. 1 (AFL-CIO/CLC)	498	750	750	June 29 —	Wages and union representation —

Transportation and Utilities

TRANSPORTATION

Hamilton Street Railway Co., Hamilton, Ont.	Transit Union Loc. 107 (AFL-CIO/CLC)	500	10,710	16,070	May 17 —	Breakdown in negotiations over a new contract—
*Quebec North Shore and Labrador Railway, Sept-Iles, Qué.	Maintenance of Way (AFL-CIO/CLC)	276	280	560	May 31 June 1	Protesting technological changes —Return of workers.
Quebec Urban Community Transportation Commission, Québec, Qué.	Public Service Employees' Federation (CNTU)	400	1,200	1,200	June 28 —	Wages, administration of employee pension fund and group insurance—

POWER, GAS AND WATER

British Columbia Hydro & Power Authority, Various locations British Columbia.	I.B.E.W. Loc. 258 (AFL-CIO/CLC)	2,000	17,300	17,300	June 1 —	Wages, other matters—
Hydro-Québec, Province-wide, Québec.	Public Employees Loc. 1500 (CLC)	7,000	18,350	18,350	June 8 June 12	Protesting company-imposed job classification standards, other grievances—Return of workers when court injunction issued.
Hydro Electric Commission of the Borough of North York, Willowdale, Ont.	Public Employees Loc. 11 (CLC)	285	710	710	June 28 —	Inability to reach new renewal agreement—

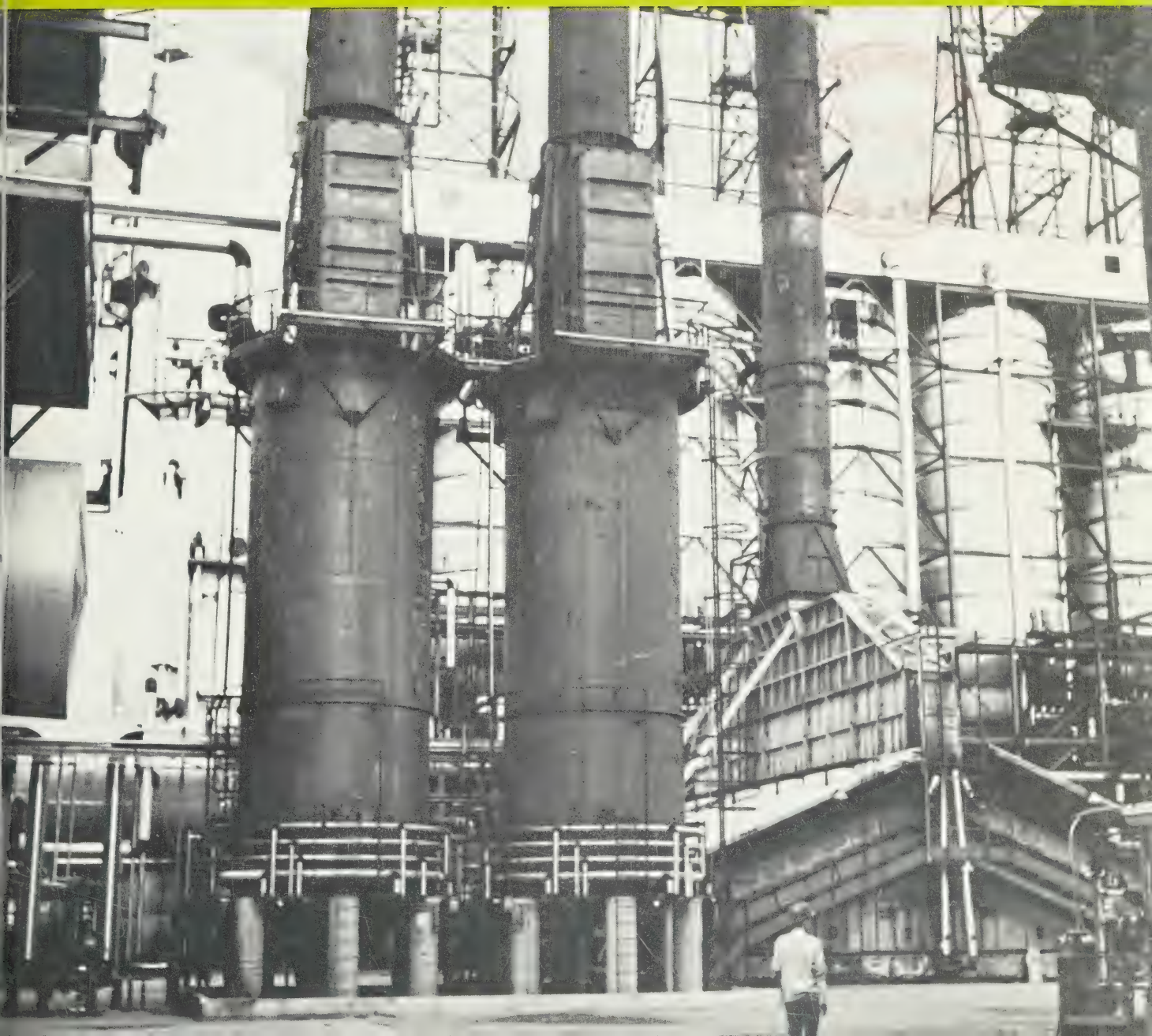
Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1971, (Preliminary)

Industry			Duration in Man-Days		Starting Date	Major Issues
Employer		Workers Involved	June	Accu- mulated	Termination Date	Result
Location	Union					
Trade						
Canada Safeway Ltd., South Burnaby, B.C.	Retail, Wholesale Employees Loc. 580 (AFL-CIO/CLC)	400	5,900	5,900	June 4 —	Wages—
B.C. Wholesale Drug Association (Western Wholesale Drugs), Vancouver, B.C.	Retail, Wholesale Employees Loc. 580 (AFL-CIO/CLC)	230	690	690	June 23 June 28	Protesting co's refusal to nego- tiate—Return of workers.
Service						
MISCELLANEOUS SERVICES						
Place Ville-Marie Corporation, Montréal, Qué.	Service Employees Loc. 298 (AFL-CIO/CLC)	400	1,200	1,200	June 28 —	Wages, job security, working con- ditions—
Public Administration						
LOCAL ADMINISTRATION						
The Corporation of the City of St. John's, St. John's, Nfld.	Public Employees Loc. 569 (CLC)	350	350	350	June 8 June 9	Protesting activities of a foreman —Not reported.
Corp. of the City of Sault Ste. Marie, Sault Ste. Marie, Ont.	Public Employees Loc. 3 (CLC)	196	1,570	1,570	June 10 June 22	Monetary issues—Increases rang- ing from 21¢ to 28¢ per hr the 1st yr., 21¢ to 27¢ the 2nd yr.; other benefits.
The Corporation of the City of Windsor, Windsor, Ont.	Public Employees Locs. 82 and 543 (CLC)	804	2,410	2,410	June 27 —	Wages and cost of living allow- ance—

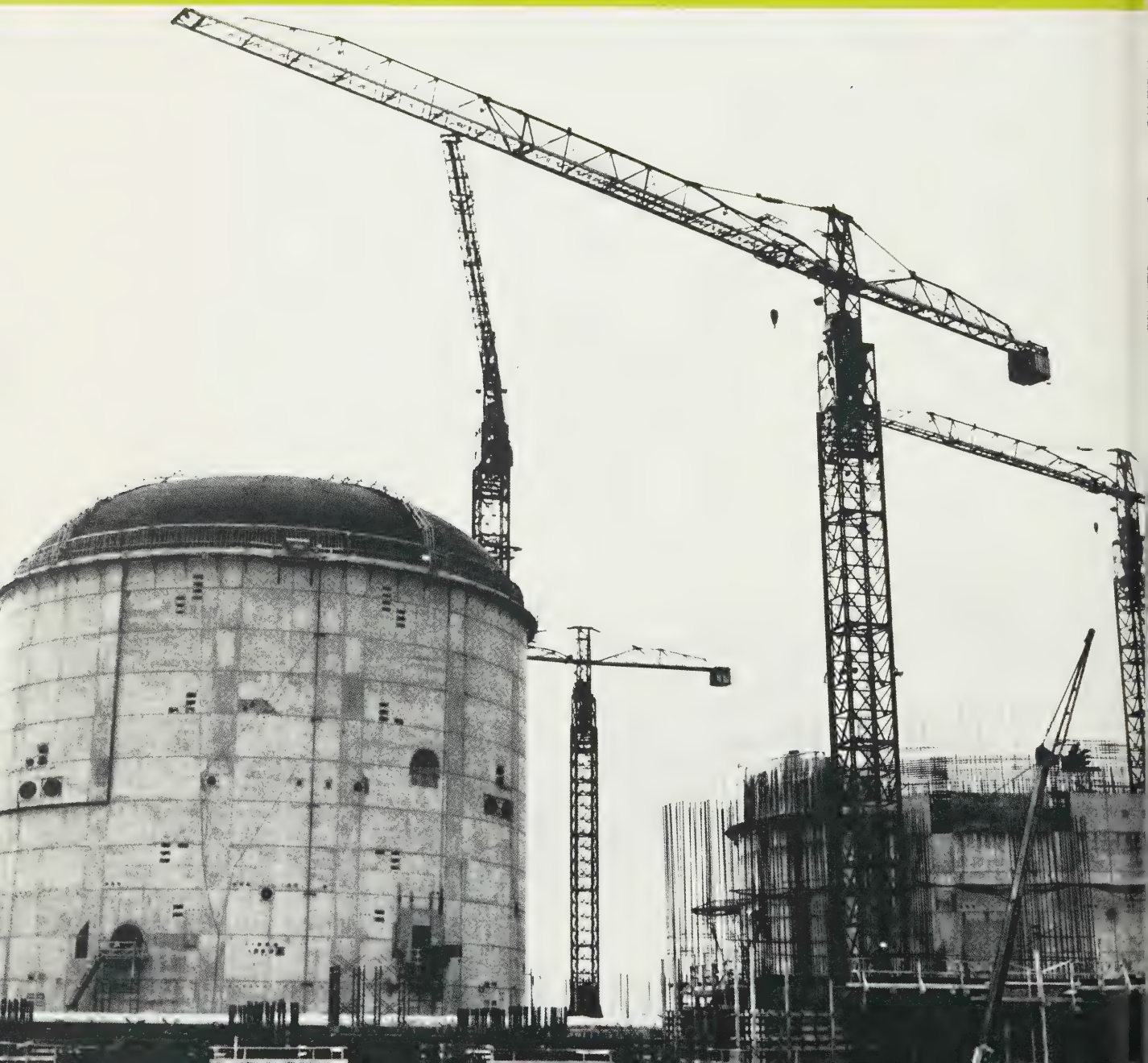
*Federal jurisdiction.

October 1971

The Labour Gazette



When there are problems, the public—and particularly the younger generation—want quick solutions. And if they are not offered by business, they will be undertaken by government. How far this trend will go will depend on the determination of business to use its imagination to adapt to new needs and fully meet its social responsibilities. See a report on the Canadian Manufacturers' Association Centennial convention, "The Future is Now," p. 661.





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News briefs

■ **Benefits and contributions under the Canada Pension Plan will increase in 1972, it was announced in August jointly by National Health and Welfare Minister John Munro and National Revenue Minister Herb Gray.** Mr. Munro's department is responsible for the administration of benefits under the Plan, and National Revenue is responsible for the coverage and collection of contributions under the Plan. The increases result from a two per cent rise in the Pension Index, the legal maximum. Pension Index changes reflect changes in the Consumer Price Index.

Mr. Gray said maximum annual pensionable earnings under the Canada Pension Plan will be \$5,500 in 1972, up from \$5,400 in 1971. Maximum yearly contributions by employers and employees will become \$88.20 each, increased from \$86.40. Self-employed persons will contribute a maximum of \$176.40, compared with the 1971 figure of \$172.80.

More than 300,000 retirement, survivors' and disability benefits will be increased in January 1972. Benefits for orphans and the children of disabled contributors, and the flat-rate components of pensions to widows, disabled widowers and disabled contributors will increase to \$27.60 monthly from \$27.06. The maximum death benefit under the Canada Pension Plan, payable in a lump sum to the estate of a deceased contributor, will be \$550 for deaths occurring in 1972. The 1971 maximum is \$540.

Mr. Munro added that the Guaranteed Income Supplement payable to lower-income old age pensioners will also increase as a result of the rise in the Pension Index. The maximum combined Old Age Security pension and Guaranteed Income Supplement for a single person or a married person whose spouse is not also a pensioner will increase in April, 1972, to \$137.70 from \$135.00, the maximum supplement portion becoming \$57.70.

The maximum supplement combined with the pension, for a married person whose spouse is also a pensioner, will increase to \$130.05 from its present \$127.50. That is, each spouse will receive a total payment of \$130.05, the supplement portion being \$50.05. A married couple 65 or older can be eligible for a maximum combined monthly benefit of \$260.10 a month compared with \$255.00 at present.

■ **The top 60 executives of MacMillan Bloedel Ltd** Canada's largest forestry products company, have made their own contribution to the company's belt-tightening policy. Chairman J. V. Clyne announced that they have taken pay cuts of up to 10 per cent for the balance of 1971. "I cut everybody over \$50,000 by 10 per cent and everybody in the \$35,000 to \$50,000 bracket by five per cent, effective July 1, to the end of the year," he said "and that includes my pay." The Chairman said that this action was only fair, considering that the shareholders of the company had had their dividends cut and another four employees were laid off with the elimination of the company's central engineering department which use to employ 25 persons. The pay cuts at MacMillan Bloedel are just part of a general tightening among the management and salaried staffs of British Columbia's major forest firms as they face continuing market problems for their products.

■ **Donald Hushion, 33, has been appointed Executive Director of Manpower Services for the Ontario Department of Labour.** The division encompasses the Industrial Training Branch, the Employment Standards Branch, the Women's Bureau and the Office of the Athletics Commissioner. From 1964 to 1966, Mr. Hushion worked in the Labour Standards Division of the International Labour Organization in Geneva. In January 1966, he was appointed Executive Assistant to the Deputy Minister of the Canada Department of Labour. Since the fall of 1969, he has been involved in the federal Government's Career Assignment Program.

■ **Policemen in Manitoba now have the right to strike** Closing the debate on the second reading of the bill, Labour Minister A. R. Paulley assured the Legislature that there are "ample safeguards" within the Labour Relations Act to prevent a disastrous police walkout. Police would be considered an essential service, and, as such, the act provides for conciliation and mediation. If both fail, the cabinet can order a 15-day "cooling-off" period and this prohibition against striking may be extended indefinitely by a resolution of the Legislature.

■ **Publicity about the shortage of jobs for professionals has discouraged university graduates from job hunting, according to John Williams, Personnel Consultant, Technical Service Council, Toronto.** "Many job-hunting professionals don't expect to find jobs, and therefore give up their hunt after being turned down by only a handful of companies. To get a job today, professionals must send out dozens of résumés and make at least five active job contacts a day," Mr. Williams says. "Job-hunting is hard work, but it's not an impossible task."

The Technical Service Council's quarterly survey of openings for executives, engineers, scientists, accountants and other professionals shows that openings were down 19 per cent at the end of June, compared with 1970. Some 954 job openings were listed by 1,400 employers, compared with 1,138 last year. Opportunities in British Columbia show the largest decrease, down 39 per cent, while the Atlantic provinces had an increase of 17 per cent. Opportunities for professionals slumped elsewhere: down 18 per cent in Québec, down 17 per cent in Ontario and down 1 per cent in the Prairie Provinces, compared with last year.

"Even since the budget has been brought down, employers are displaying caution about hiring staff. They continue to be extremely selective, unwilling to compromise and slow in making decisions," Williams concluded. "Many feel that profit opportunities are so poor that there is no urgency about adding staff."

"It's discouraging that the number of job openings with these 1,400 companies actually decreased between May 30 and mid-July," Williams said. Experienced junior and intermediate sales engineers continue to be in short supply. There is a steady demand for accountants, plant engineers, personnel managers, mining engineers, extractive metallurgists, experienced mechanical engineers and certain types of municipal engineering specialists.

Opportunities are restricted for architects, architectural draftsmen, electronic engineers, junior electrical engineers, junior civil engineers, civil technologists and draftsmen, time study men, agricultural engineers, technical illustrators, research chemists, food chemists, laboratory technicians, physicists, geophysicists and industrial designers. New university graduates, especially those with B.A.s and Ph.D.s, continue to have trouble locating positions.

■ **A non-contributory pension plan for workers in small industries and offices has been launched by the Canadian Labour Congress.** William Dodge, Secretary-Treasurer of the Congress, said the newly created Canada-Wide Industrial Pension Plan (CWIPP) will supplement the personal and family security of workers in small and medium-size plants, shops and offices who normally are not able to secure private pension benefits from their employment.

"Pooling of the pension funds of many small operations will enable CWIPP to make investment earnings of the kind normally available only to very large organizations," Mr. Dodge said. The plan was drafted by pension experts from trade unions and management, assisted by consultants and a trust company. It is to be administered by Québec Trust Company of Montreal.

Under CWIPP each employer-employee group can set its own level of pension benefits according to what the union and employer negotiate in collective bargaining. The plan includes portability from one CWIPP group to another, early retirement, disability pension, survivor options and vesting provisions comparable to those in major industrial plans. Dodge said: "CWIPP adds to the security of individual groups by spreading the risk over all participating groups."

"Over and above the protection provided by law in most provinces, CWIPP guarantees certain minimum pension benefits where the employer closes down after the group has participated for three or more years. Coverage is extended to individual members during layoff, sickness or other absence for up to three consecutive calendar years."

"Those who participate for approximately 10 years before they quit an employer take with them a vested right in a pension, payable in the form of a monthly payment when they retire."

Dodge added that CWIPP conforms with CLC guidelines for pension plans—namely, maintenance of income at a high level on retirement; protection of purchasing power against the effects of rising prices; flexibility to permit special provisions for survivors, disabled employees and those displaced by technological change; and funding to ensure maximum security of eventual pensions. The first participant in CWIPP is an employer-employee group representing Namasco Limited and Local 195 of the United Auto Workers, Windsor, Ont.

■ **Charitable donations can substitute for union dues in Ontario, according to two recent decisions of the Ontario Labour Relations Board.** Last year the Ontario Labour Relations Act was changed to allow persons not to pay union dues if such payment conflicted with religious belief. The first decision came recently in the case of Klass Stel, a North York parks department employee who was a member of the Canadian Union of Public Employees for 16 years. He objected to his membership "because it is not based on the Bible, according to Christian principles." A member of the Christian Reformed Church, Mr. Stel will be required to pay the equivalent of his union dues to a charitable organization.

In the 30-page decision, G. W. Reed, board chairman, said the exemption "may well set guidelines for future applications..." Commenting on the first two exemptions allowed by the Board, Stanley Little, National President of the 150,000-member Canadian Union of Public Employees, said that the union had struggled for years to win security clauses in their contracts, and the Ontario Government was now giving them away.

■ **What is the role of co-operative institutions—or "co-ops", as they are called—in the economic and social progress of developing countries? On June 1, some 25 French-speaking civil servants from 15 African, Middle East and Near East countries met for a three-week seminar at the Desjardins Co-operative Institute in Lévis, Qué.**

The event, jointly organized by the International Labour Office and the Québec Co-operation Council, is part of a program initiated by the ILO in 1953. Attention is focused on the structure, administration and management of co-operatives. It was the first such session to take place in Canada, and arrangements were due mainly to the efforts of Kalmen Kaplansky, Director of the Canadian Office of the ILO. The participants toured several co-operatives while in the province.

At the opening session, Johann Gudmundsson from Geneva recalled that, ever since its foundation in 1919, the ILO has acknowledged the importance of the co-operative movement in the development of production and distribution. The session is partly financed by the United Nations Program for Development and the Canadian International Development Agency.

■ **Twenty-five cents out of each dollar circulating in Québec comes from the province's forest industry, says a study made by Gilbert Paillé and André McNeil of the Faculty of Forestry and Geodesy at Laval University**

The survey shows that 50 of the 108 billion cubic feet of commercial wood in the province are accessible. The cutting of the 2 per cent yearly stock increase of this material resource represents 12 million cords a year of which 70 per cent is processed by 57 pulp and paper plants, plus 550 lumber mills that cut 1.5 billion feet of wood each year. The wood and paper industries employ 80,000 persons.

The lumber, pulp and paper industries are undergoing intensive renovation, and the Government is now applying a vigorous policy of expansion of public forests to ensure better planning and firmer control of operations. To this end, it set up a decennial forest inventory program in conjunction with a plan to harness the waters of various basins and sub-basins. Public awareness of this integrated planning of resources should help citizens, local industry and investors to recognize the real and potential value of these forests, the study says. Industry also must strengthen its position if it wishes to prosper in the face of world competition. The province must sell four fifths of its production in foreign markets, and the main buyers are American. During the past 10 years, the United States, benefiting from technological and economic advantages, has increased its production beyond domestic requirements; and both accessibility of raw materials and diversification within the industry are improving more rapidly than in Québec.

U.S. industries pay 10 per cent lower taxes on net profits than do their Québec counterparts, and transportation costs of finished products are one third to one half lower than they are in Québec. These factors, plus the freeing of the Canadian dollar, have tightened competition in the forest products market. To remain competitive, the Québec paper industry has to concentrate its capital expenses on the modernization and extension of existing mills; but it has yet to increase the productivity of its manpower and machines sufficiently to reduce production costs to a competitive level. The cost of raw materials used in manufacturing newsprint is greater in Québec than anywhere in North America. For example, it represents 35.2 per cent of mill costs, compared to 27 per cent in British Columbia and 27.7 per cent in Alabama. In the sawmill industry, operating costs represent 50 per cent of manufacturing costs. The restrictions imposed by geography, the nature of the forest cover and the climate have until now conspired to prevent mechanization from producing the expected cost savings.

■ **A new concept in job training and retraining is to be tried by Metro Toronto, with the support of the Ontario Department of Social and Family Services. The Province will subsidize 80 per cent of the estimated \$100,000 project to give unemployed recipients of public assistance a good start in job training, employment seeking and holding a steady job.** Starting with 60 participants, the project should involve some 200 people by the end of one year, all on a voluntary basis. Each individual will receive an incentive allowance of \$24 a month, plus \$12 for each dependant to a maximum of \$60 a month. These amounts will be subject to adjustment as the program continues.

Each day will be split into academic morning sessions and afternoon work activity periods. In the mornings, students will have an opportunity to upgrade their formal education from Grade 1, to Grade 8, each starting at his particular level and proceeding at his own optimum rate. The work activities relate directly to work skills that will be useful in the employment market. Some of these skills could lead directly to self-employment; others, in conjunction with educational upgrading, could lead to occupational training. Activities will include the pick up, repair and distribution of used furniture to families with limited means; household and building maintenance and repair, involving repairs to homes in the Metro Interim Housing project, major re-

pairs to the homes of social assistance recipients and maintenance of the Metro Family residence, Seaton House and the Good Shephard Refuge; kitchen help in Seaton House and the Good Shephard Refuge, with opportunities to learn kitchen routines and methods of preparing food; and clothing repair, sorting, and distribution of donated used clothing to families and persons with limited means.

The program is designed to provide opportunity for advancement for those who do not fit into the normal channels of Manpower and other training programs. Assessment and counselling will therefore be used extensively throughout all stages of the program—from assessing employment orientation with a strong emphasis on expression of opinion by the participants, to help with such day-to-day problems as housing, day care, dental and medical care and domestic problems.

Calgary began a similar experimental project in September designed to put employable welfare recipients to work on public jobs that might not otherwise get done. It may receive 100 per cent funding from the federal Government although both city and provincial Governments earlier refused to back the plan. The federal Government has stipulated, however, that the program must not deprive other people of employment.

Labour relations around the world

■ **James R. Hoffa has stepped down from the presidency of the International Brotherhood of Teamsters to be succeeded by a long-time friend, Frank E. Fitzsimons.** He was elected by acclamation in July to a five-year term as president after his sole opponent, Theodore Daley of Yonkers, N.Y., withdrew from the race. Mr. Hoffa had been President of the union for 14 years and is now serving a jail sentence for jury tampering.

■ **Harm Buiter has resigned from his position as the General Secretary of the International Confederation of Free Trade Unions.** He had intended to stay in the position until the 1972 World Congress of the ICFTU, but has accepted a local government position in The Netherlands. Organizations affiliated with the ICFTU have been asked to send in nominations for a replacement.

■ **It is not only the young who are suspicious of anyone over thirty; many employers will not hire a woman over 30 or a man over 45 years of age.** A study in Europe by the Institute for Labour Market and Vocational Research states that about 50 per cent of the employers surveyed set an upper age limit on their job openings, with 30 being the most frequently specified upper limit for a woman and 45 years for a man. This prejudice overlooks scientific research that proves that a man reaches optimum efficiency at 45. It also ignores the research carried out by the Institute that predicted that up to 1980 the proportion of women under 30 in the total labour force will steadily decrease and that of women over 30 will continue to increase.

50 years ago



Some interesting developments in the movement for workers' education were reported in *The Labour Gazette*, 50 years ago. The first 20 years of Frontier College were featured, and the attempts to bring formal education to men far removed from educational institutions were described.

The idea of providing education to the worker at his work originated in the mind of Alfred Fitzpatrick, a graduate in theology of Queen's University in Kingston, Ont. Toward the close of the 1800s, he was doing mission work in Algoma District, where he was brought into contact with workers in logging and lumber camps.

Fitzpatrick saw the barrenness of the lives of these woods workers, crowded together in unsanitary bunk-houses with practically none of the amenities of life. Sometimes they didn't see a newspaper for weeks, and books were practically unknown. He decided that, in addition to a "sleep" camp and a "cook" camp, there should be a "reading" camp, where a worker could spend some of his leisure hours. He also decided that there should be an attendant in the reading camp, that he should be a university graduate or undergraduate, and that he should conduct classes according to the needs of those attending. Thus, what was known as the Reading Camp Association, forerunner of Frontier College, was born.

The first Reading Camp, a log building, was erected in 1900, at a lumbering centre near Nairn, Ont. The first instructor, like the hundreds who have followed him, was a man of good education. He found, however, that it was impractical to be idle during the day when the other men were at work, and suggested he should do manual work alongside the others. Mr. Fitzpatrick seized on the idea, believing a young man of culture could get much closer to camp men if he were a labourer as well as a teacher. From that time the reading camp attendant became a labourer-teacher. This helped the college financially, as the instructor received wages for his manual work plus a small honorarium from the college.

Three years after its incorporation in 1919, Frontier College sought and was granted a Charter from the Dominion of Canada, the first charter ever granted by the federal Government to an educational institution. It contained a clause giving the college the authority to confer degrees. It had always been Mr. Fitzpatrick's conviction that the opportunity to obtain a university degree should be open to anyone, anywhere, even in remote camps on the frontier.

In 1920, Mr. Fitzpatrick's account of the aims and achievements of the college since its inception at the turn of the century was published by the Hunter-Rose Co., Ltd. of Toronto. The volume was aptly titled **The University in Overalls**. A reprint appeared in 1923. In a chapter called Frontier Labour, Mr. Fitzpatrick related several anecdotes showing how the college helped to minimize the looks of scorn that manual labourers and university graduates sometimes give each other. The following episode describing a graduate entering a frontier logging camp was included: A bush foreman on the north shore was telling off his gangs as they passed to work one morning in the late autumn, when the following incident took place:

Foreman: "You're short a man, Billy, in your cutting gang today. I'd give you Tom, but I want him to finish at the creek. The teacher's here, take him for a few days."

Billy: "Not on your tin-type. I want no college man with me to fell timber. They are too dense in the head for that work. I'm not risking my life just yet with such likes."

Foreman: "Don't fool yourself. This man can teach all right, but he can cut logs too. I know what I'm doing." Billy (at night, putting in his count): "108, and big timber, too! Boss, you can keep Tom at the creek; leave the long fellow with me. He knows how to handle an axe, and say, he has a touch on the end of that saw as light as McCormick on his fiddle bow." The story was introduced with the recommendation that there should be more in common between the product of the universities and the product of the frontier works, and that frontier labour should be supplemented more fully by the broader training given in the schools. It was thought that proficiency in one direction should imply effectiveness in the other.

During the first 20 years of the century more than 300 schools were conducted in tents, and scores of boxcars were refitted and utilized along the main lines of railways to serve the needs of extra gangs and bridge crews. A number of log huts were also built as branches of the college in various camps. About 100,000 men attended the night classes conducted by the instructors of the college, and 180,000 men were given the opportunity through the college camps to have access to good literature and to keep in touch with the outside world. Many foreigners learned the English language at these camps and were able to adapt themselves better to Canadian life. The instructors sent out by the college numbered 500 university men, who taught at more than 600 points throughout the Dominion. Of these, 63 were university graduates. The courses of instruction ranged from elementary work among the illiterate to tutoring for matriculation. A special method was developed for the instruction of foreigners.

In addition to the educational work of Frontier College many universities were beginning to offer extramural courses and lectures. **The Labour Gazette** reported that arrangements were being made for the holding of lecture courses of the Workers' Educational Association in Ontario at Toronto and Ottawa, under the auspices of the University of Toronto; at London, under the auspices of the University of Western Ontario; and in Alberta at Calgary, Edmonton, Lethbridge, Medicine Hat, Blairmore and Drumheller, under the auspices of the University of Alberta. History, economics, and scientific subjects were to be dealt with by the lecturers at most of these points. At Toronto the curriculum included economics, international finance, political philosophy, English literature and composition, psychology and logic, British history, public speaking, trade union law and Marxian economics; and consideration was given to the question of having special classes for women workers.



The future is now

Backed by an upswelling of nationalism occasioned by the American cancellation of their Reciprocity Treaty with Canada, the infant Manufacturers' Association of Ontario formed in 1871 overcame the public indifference that had doomed its various precursors. **Involved from its earliest days in the major issues facing the new Canadian nation, it helped to focus public attention on the need for protective tariffs, paving the way for Macdonald's national policy, and advocated the establishment of a "Dominion Bureau of Manufactures and Commerce" to collect trade statistics.** The governments of the day recognized its usefulness, and soon began to use it as a sounding board for matters affecting industry.

In 1887 the name Canadian Manufacturers' Association was adopted, but the Association was far from being a national lobby. With a reorganization in 1900 to ensure that manufacturers outside Ontario would take a more active part in CMA affairs and that there would be a degree of autonomy for individual industries within the Association's framework, manufacturing emerged as a definite economic, social and political force in Canada. The Association's influence was seen in many fields of activity. Chiefly because of its support, the Canadian Government Trade Commissioner Service was created to help stimulate the export of Canadian products. It helped to bring into being the Board of Railway Commissioners (now the Board of Transport

Commissioners). In 1907 a permanent representative was stationed in Ottawa to keep a tab on all Bills that affected or promised to affect manufacturing, and to keep in touch with government officials and parliamentarians. Provincially, the CMA was responsible for doing the primary research for the original Workmen's Compensation Act of Ontario and modifications to that Act to make it workable. It then offered the utmost cooperation in the Act's implementation. Meanwhile, the Association never forgot its original purpose—to promote Canadian manufacturing. It was especially active in the years of World War I, and in 1915 helped organize the Export Association of Canada to see that Canada was represented in Allied markets. In the post-war years, the character of Canadian manufacturing changed drastically as many large, highly capitalized companies came into being, and industrial growth was stimulated significantly in areas in the country besides Ontario and Québec. The Association again reorganized to meet new requirements of the national scheme of things.

Undoubtedly the establishment of the National Research Council was hastened by the Association's interest in scientific research, expressed in a national confer-

ence and the formation of a special committee. Recovery from the Depression was slow. **As early as 1937, the CMA was involved in munitions work, and during the years of World War II the Association was responsible for finding candidates for the expanded subcontracting program of the Department of Munitions and Supply and for helping members cope with national and international economic controls on materials and production.** Looking ahead to peacetime, the CMA in 1943 recommended that the Government set up an Interdepartmental Trade and Tariff Committee to hear industry's recommendations in this area. In 1946 this was done.

In the postwar years, the CMA has worked to ensure that the Canadian presence internationally would always be as strong as natural advantages and aggressive enterprise could make it. It strongly backed the provisions of the General Agreement on Tariffs and Trade; it took the initiative in organizing the Canadian component of the Organization for Economic Co-operation and Development—the Canadian Business and Industry Advisory Committee.

It is an organization member of the Canadian Council, International Chamber of Commerce, nominates and provides primary staff support for the Canadian employer delegate to the annual International Labour Conference, participates in the biennial Canada-Japan Businessmen's Conference, and co-operates with the U.S. National Association of Manufacturers. Its voice is thus effective both nationally and internationally and its convention is of special note to everyone interested in Canadian development at all levels.

Presidential speech

"When there are problems, the public—and particularly the younger generation—want quick solutions. And if they are not offered by business, they will be undertaken by government. How far this trend will go will depend on the determination of business to use its imagination to adapt to new needs and fully meet its social responsibilities," outgoing CMA President A. G. W. Sinclair told the Centennial convention of the CMA, held in Toronto in June. he continued: ". . . let no one think that industry is not sensitive to new needs and is not prepared to critically re-evaluate its performance and position."

Mr. Sinclair, President of Canadian Johns-Manville Co. Ltd., Port Credit, Ont., was succeeded as President by Gérard Filion, President, Marine Industries Ltd., Montreal. Up to 1963, Mr. Filion was publisher and editorial writer for the Montreal daily, **Le Devoir**. For the next three years he was General Manager of the General Investment Corp. of Québec.



Gérard Filion

In his address, Sinclair attacked the "free-spending policies of Ottawa and other levels of government throughout the past decade" that have upset the economy. And price and wage controls won't help, he said. "Such controls, if imposed, would only freeze the existing imbalances and pressures in the system and would lead to a veritable wage and price 'explosion' when eventually they were removed. Furthermore, the appa-

ratus of government and the degree of intervention in the competitive market needed to make them work could only have serious consequences for our future growth prospects.”

Sinclair then called for a complete analysis of the causes of inflation over the past decade. “If, as I suspect, such studies as have been done by the Prices and Incomes Commission reveal that over-spending by governments has been a major factor in inflation, then we should know it. And if indeed this is the case, then to even think of mandatory wage and price controls is to put the shoe on the wrong foot. What is needed is control on the spending of governments.”

Although believing that government spending was a primary cause of inflation, Sinclair cautioned that the role of unions should not be overlooked. Some unions, he said, “are in a position to exercise monopolistic power in dealings with employers, and this, too, contributes to inflation. How else but through the exercise of monopolistic power can you explain wage settlements ranging from 20 to 40 per cent at a time of such high unemployment?” The solution? It lies in “removing some of the special privileges and status that have been granted unions and that now place them in a monopolistic position opposite many of the employers with whom they deal and even the employees they claim to represent.”

The major source of our current economic problems are uncertainty and mistrust, Sinclair declared. Uncertainty about government prevails in the business community, and mistrust “appears to characterize much of the Government’s attitude toward business.” He asked whether or not the Government supports the competitive enterprise system. “If business is expected to make a vigorous contribution to the nation’s progress, it must be assured of a hospitable climate in which to operate,” Sinclair said.

On the subject of economic nationalism, Sinclair told convention delegates to ask for evidence from the advocate of economic nationalism of “when and where foreign-owned companies have acted as unworthy corporate citizens of this country. You will receive two or three examples, the very same examples that have been repeated ad nauseam for the past decade and which, in the first place, were based on half-truths.” The important thing is how capital is used, not where shareholders reside, Sinclair declared.



Speaking as head of a subsidiary of an American corporation, Sinclair said that he could not think of a “single instance where corporate decisions under my guidance have been detrimental to Canada in favour of some other country. I cannot think of a single instance where corporate decisions would have been substantially different had the company been fully owned by Canadian shareholders. I cannot think of a single instance where I found a practical conflict between my being a Canadian, and a proud one at that, and my being part of an international team.”

Unions and inflation

Unions in the U.S., through the monopoly powers granted them by law, have been able to increase labour costs, resulting in high consumer prices and unacceptable levels of unemployment, Sylvester Petro, Professor of Law at New York University, told the CMA's annual meeting.

Prof. Petro and Senator Edward Lawson, Canadian Director of the International Brotherhood of Teamsters, spoke during a plenary session on a labour-management relations theme, "Industry and Human Resources." Prof. Petro told his audience that his remarks were directed to the U.S. situation and conditions, and that he would leave it to Canadians to judge whether they had any bearing on Canadian conditions.



The threat of massive unemployment caused by increasing prices for consumer goods and reduced buying coupled with the enormous political power of unions, has forced U.S. Governments into inflationary policies that have brought social chaos. Since 1930 especially, labour policies in the U.S. have been designed to promote monopoly pricing of labour, Prof. Petro said. This end has been sought, in part, by legal provisions giving unions special privileges, and imposing exceptional restraints upon employers and non-union employees.

Unions have been able, through special privileges, to force themselves upon unwilling employees, to compel employers to bargain with them, and to wrest from employers economic concessions that would not normally have been given, he said. At the same time, peaceful and legal methods of resistance to unions by employers and non-union employees have been made unlawful, and common law rights of employers and employees emasculated, with employers' rights of private property and freedom of contract being particularly infringed, Prof. Petro said.

In addition to direct legislative subsidies to unions, labour policies over the last 40 years have been administered by courts and other government agencies in a manner even more favourable to unions, and prejudicial to employers and non-union employees, he declared. The consequence of encouraging union monopoly power, while destroying free market checks and balances to such power, has been constant upward pressure on labour prices and costs, while ridding unions of any necessity to strive for corresponding increases in labour productivity, the professor said.

The only possible results in such circumstances, he asserted, are higher prices, unemployment, and, because of political considerations, inflationary government monetary and fiscal policies. When labour prices rise above increases in labour productivity, there is no alternative to increased product prices, he said, and this has been shown recently in increased automobile prices following wage increases to automobile workers.

No matter how it is brought about, inflation is the worst of all general social diseases, he stated, because its effects are more penetrating than any other. When used to disguise the effects of ill-advised pro-union policies, its evils are even worse.

Prof. Petro stressed that the old, the poor, the untalented—in general the most defenceless members of the community—are the ones who suffer most through inflation, which has been called the worst and most regressive kind of taxation. **Although unions cannot raise prices generally by themselves, he noted that if the main reason governments pursue inflationary economic policies is to wipe out the unemployment caused by monopolistic unions, then such union power is the indirect political cause of inflation.** Inflationary threats as a result of union-caused unemployment can be met only by correction of the laws and policies that gave unions monopoly power, he stated.

Prof. Petro said that the police and the courts must absolutely bar union violence, make it clear that strikes will be tolerated only so far as they involve strikers' withdrawals from work, and that they will not be permitted to shut down businesses by denying them access to alternative methods of operation. There is no need to "bust unions" or even engage in wholesale change in the labour laws, he claimed, but it is necessary to withdraw from unions the powers to coerce, compel and abuse—which society has conceded them—in a return to free collective bargaining.

Labour isn't perfect, admitted Senator Lawson. But management isn't without sin either, he said. He pointed to the construction industry as an example of an area where some "strange practices" go on.

During boom construction periods, said Senator Lawson, construction companies steal tradesmen for each other by offering bonuses and double time. They do meet deadlines but this effectively raises the wage rates in the industry. The worker then goes back to his union and demands a raise in the new contract from \$5 an hour to the \$7 an hour that he had been actually commending. Thus, for short-term gain, management overlooks the long-range impact of its actions, Senator Lawson charged.

He then described a section of the dairy industry where, with his union, there had not been "one day lost from a strike or lockout in over 50 years." There had been wage parity throughout the industry but employees at one company wanted more. The union said "no" and denied them strike pay. The company involved had told the union that it would shut down if it had to pay higher

wages. But another union came along and promised the employees more. They joined the other union. The company gave the raises and didn't close down.

The company showed no integrity in this situation, said the Senator. He went on to predict that, because of this one company's action, the whole industry is in danger of being closed down by strikes.

Very few strikes are caused solely by differences over pay, he said. Employees judge their employer over the life of a contract. "They want to think the best of their company." Employees, he said, want a sense of pride in their work and some recognition. "They want the security of a financially successful company." He told management that they must open up lines of communication to develop and promote good feelings.

Some employees don't even know who to hate in their company. They don't know the top management, he said. Although many in top management positions are not competent to be involved in the early stages of contract bargaining, they should involve themselves in the critical state to help open the lines of communication. But they usually say that they are too busy. The same applies when a long-service employee is leaving. Top management should step in to stop the departure or at least see them to preserve and develop some good feeling between management and the employees. The same applies when employees are threatened by automation. Employees fear the unknown. But management won't try to lessen their fears by communication with them and by telling them what is happening.

High unemployment rates will put workers in line, it will help temper their wage demands, goes the theory. This isn't true, affirmed Senator Lawson. "The employees only ask for tougher job security and pension provisions in their new contracts."

Some management say that labour is too militant. They want to hear from the responsible majority, and then they go out and try to get laws passed that would prevent organization of other workers, he asserted. Management should be well organized itself and promote organization of workers to get responsible people in the unions.

There isn't a credibility gap between labour and management—it's a crevice. Because of past lies to workers, the employees now don't believe the truth. This has to be changed, he declared. Annual statements to the shareholders read as though "everything is great." Then the workers wonder why their wages are lower than in other companies.

There would be no need of some government agencies if management treated their employees well. There would be no need for unions if management treated their employees honestly and fairly. But government bodies collect millions of dollars for workers every year because companies didn't pay the minimum wage and holiday pay.

Senator Lawson affirmed the need for both the strike and the lockout as tools for labour and management. But a strike is a statement that "we aren't reasonable or intelligent enough to resolve our differences." If this continues, there will be more government interference. "What we should do is have a good minimum wage law, organize both sides as well as abandon the laws."

Youth and industry

"Will industry in Canada be able to bring worthwhile challenges to the university graduates of tomorrow," Dr. M. R. Gaudry, Rector, University of Montreal, asked the CMA audience. Dr. Gaudry admitted that more than 95 per cent of today's undergraduates are "hard working, bright, promising students" but warned that it would be wrong to conclude that the average student is "very satisfied with our society and would fight hard to maintain it as it is."

So many changes have taken place during the past few years that it is no wonder that the thinking of students today is different from that of those in the past. **In the future, knowledge will become a "far more important limitation" on developing industries, and society "will be far more dependent on science and technology than on the availability of money."**

With the present explosion in knowledge, our society has become more complex than ever and has created a multiplicity of specialists. "It has become humanly impossible to become an expert in more than one narrow field, and it is becoming more and more difficult to remain an expert in a given field because of the rapidly increasing rate of scientific developments." An obvious consequence of this increase of knowledge is the need that more and more graduates now feel to come back to university regularly to catch up with developments in their own fields. "The universities are therefore rapidly

becoming institutions of higher learning not only for the young people but for older people as well." The number of part-time students is also increasing, said Gaudry. Industry will have to face this problem by planning for the systematic return to university of many of their employees. This would be considered not a business expense but a very profitable investment.

A second very important change is "the ease of communications that has made possible meetings of specialists coming from the world over at very frequent intervals. One does not realize the terrific impact of such meetings on the evolution of learning . . . In other words, in almost all fields of scientific endeavour, travelling has become a necessity to remain in the forefront of one's own discipline."



A third important change that affects the university graduate is his concern for social problems and for the environment, affirmed Gaudry. "This concern for problems of the whole world is a consequence of the rapid transfer of information and the great impact of today's ease of communications between countries." His more acute sense of social responsibility will lead to a tempering of the profit motivation by social considerations that will play a greater part in business decisions of the future than has been the case until now.

Gaudry stated that private initiative and enterprise will survive and prosper "only if they are able to make the best possible use of the motivation and social responsibility of the new graduate." And the business world will have a much larger choice of graduates than ever be-

fore. Canada thus will have the manpower, natural resources and capacity to make it one of the most successful countries of the world. If we fail, it will have been caused by "our lack of ability to harness this terrific potential that we have."

Tomorrow's university graduate will go willingly to work in the private sector "if he finds there the proper climate for developing the country along socially and economically acceptable aims. If industry does not produce the required climate, it will drive many of the graduates toward the government, with the inevitable consequence of achieving a far greater degree of socialism and control by governments than we have ever seen before," declared Gaudry. "To be successful, Canada will have to find a proper balance between government-controlled and private initiative."

Wider responsibilities

Business must look beyond its traditional responsibilities, W. A. Moore, President of IBM Canada Ltd., told CMA members. Canadians are now concerned with the quality of our life and with broader social responsibilities. Business must "assume larger responsibilities for not only making things, but life itself, better."

To accomplish this aim, he said, business must first do a better job of planning for the utilization of people, maximizing the use of employees' skills, and upgrading them as well as training those without skills. Second, business must show the young that they can achieve their goals within the system of free enterprise. Third, companies have to become better citizens of the towns and cities in which they operate, responsible to the aspirations and needs of the local populace, particularly in the war against pollution. Finally, the Canadian business community must pay more attention to the "ethics of technology"—thinking about the long-range consequences of what we are developing in our laboratories today.

To assume these social responsibilities, however, business must have a strong economic base, and that is dependent on government action to create "an environment of industrial growth and expansion," Mr. Moore continued. One necessary component of this environment is a steadily expanding supply of jobs. Moore reviewed the statistics of the present labour situation: 6.7 per cent of an 8.5 million labour force unemployed, with 2 million new jobs required by 1980, and these mostly for those with post-secondary education. He stressed that the generation of these jobs is a top priority from the standpoint of the Canadian economy.



To provide the number and proper type of jobs that will allow Canadian business to compete at home and abroad, Moore said, capital expenditures will have to rise. Unfortunately, there are severe constraints in raising capital: a critically low level of profitability, a decline in total industrial profits of 8.7 per cent in 1970, a decline in manufacturing profits of 24 per cent in the same period, and slack home markets for manufactured goods. The search for capital funds is made still more difficult by competing claims on the resources available. The Government, for instance, now absorbs 35 per cent of the GNP, and by 1975 its share will probably be 37 per cent, according to the Economic Council of Canada. **The IBM President attacked the Government for its presumption that it knows best how to use our resources. He stated that, had \$253 million allotted last year for make-work projects been used instead to cut corporate income taxes, it would have been just as effective in relieving unemployment, and it would also have created the type of industrial expansion and opportunities that will ensure a stronger Canadian economy in the future. "If the Government continues to tax business at a higher and higher level," he said, "and if they continue to spend the money the way in which they do now . . . then the jobs created will necessarily be construction type jobs . . . And while we need many of these, we have a desperate need to create jobs across the full spectrum of industry, particularly in the high technology and resources sectors. To do that, we need the proper tax structure—we need more joint industry-government initiatives and less independent government actions."**

Concluding his address, Moore emphasized that the direction of industry and government relations must change. What is paramount, he said, is "an attitude of mutual trust and confidence on the part of Government and business . . ."

Managing change

Society's new value system and the changes that have brought about the new system have brought conflicts, because the institutions that are the basis of our economic and social life find change difficult to cope with, Dr. James Gillies, Dean of the Faculty of Administrative Studies, York University, Toronto, told the CMA convention. Institutions that are the most rigid have had the most problems in the past and will continue to have problems in the future. These institutions are the churches, universities, labour unions and governments. The most flexible organization of our society, he said, has been the business corporation.

What are the characteristics of this new system of values? They are: the rejection of the concept of growth for its own sake; an increase in concern over the quality of life; rejection of the work ethic; re-emergence of the

concept of individual rights; rejection of authority; insistence on reality, not rhetoric, and a pragmatic approach to solving problems.

The central question for the future revolves around how well our institutions can fulfill socio-economic goals while they are adjusting to meet the challenges of the new value system, said Gillies. People don't care how problems are solved, as long as there is a solution. **The new value system assumes that society is productive enough to meet our physical needs; that health care is a public responsibility; that everyone should be educated to the extent that he can benefit from it; that pollution must be eliminated; that poverty can be reduced, and that there will probably be a guaranteed income.**

A major problem in the new society, Gillies declared, is the organization problem. People insist on being involved in the decision-making process.

Organizations, therefore, must be smaller. The cult that bigness is necessary for efficiency is over, affirmed Gillies. Within the framework of smaller decision-making organizations, people will be able to do what they wish to solve their very different problems. "For example, the pollution problem in Nova Scotia is different from the one in Toronto and must be solved differently."

The federal Government, he said, must decentralize real power to the provinces, and the provinces to the municipalities. Universities must expect to undergo great reorganization to avoid a repetition of their experience in the late 1960s. In the future, socio-economic goals must be determined and solved in a decentralized fashion, not by a central authority.

Planning in the future, said Gillies, must recognize the value system of the future. Within such a set of values, the market economy can work well—perhaps better than it has been able to operate in the past 25 years. There is no reason for despair. To the contrary, said Gillies, we should welcome much of the change that is coming. Who can be opposed to more freedom of choice and greater freedom for the individual. But if planning for the future is to be successful, there must be a thorough comprehension of the changes that are occurring in our value systems.

Multinational corporations

"Canadian ownership is not an answer and a panacea in its own right opposite the business world we face. The question of securing healthy and growing industry for

Canada will still come back to whether the economic environment is competitive in a world sense. In the final analysis, that is what will attract capital into productive use whether it be in Canada or in some other country." Speaking at the CMA sessions on Industry in the Global Economy, E. R. Rowzee, Chairman of the Polymer Corporation of Sarnia, Ont., advocated that Canadian business adopt a broader perspective if it is to remain viable. There are few industries in Canada that "are not in some measure subject to global economic pressures," he said. Polymer had reacted to these pressures by adopting a strategy "to grow as a vital world participant in synthetic rubber by achieving a multinational profile, yet retaining a strong Canadian presence." Its decision was not affected by foreign control, Mr. Rowzee added. The company is 100 per cent Canadian-owned.

Reviewing the company's direction since its formation in 1942, Rowzee attributed its survival, despite a specialized wartime market, to the recognition of the export market as a long-term market, to the full commitment by top management in serving foreign as well as domestic customers, and to involving top people personally by frequent travel abroad—all at a time when it was not yet fashionable to do so. He noted that **the company also enlisted nationals in other countries to act as distributors of the company's products in those countries, and that it employed foreign nationals in management, selling and manufacturing activities when these took place outside Canada.**

This strategy had to be modified, again in response to international pressures, in the last 15 years. "Only 10 years ago, 85 per cent of the Western world's synthetic rubber originated in Canada and in the United States. Today, there is as much production outside North America as within it," he said. In the same period, there has been a sharp fall in the proportion of synthetic rubber traded between continents. Rowzee estimated that little more than 10 per cent is now moving between continents, and that even this amount tends to be restricted to high-value speciality types and new-generation products for temporary periods. To harmonize with the new global outlook, Polymer advanced from international thinking to "whole new multinational concepts." In line with this change in direction, major installations were built in France and Belgium in 1962 and 1963 and were expanded and diversified in terms of product line in 1967; international marketing was centralized overseas in Switzerland, with regional offices in London, Vienna, Tokyo, Mexico City and Akron, Ohio; opportunities were taken to supply technical know-how for construction of synthetic rubber plants in Mexico and South Africa; several moves have been made in Europe to acquire and thus control parts of the distribution organization; and a plant to solidify a position and grow in the latex field in the United States is being commissioned this year in Tennessee.

Nationalism is the major problem of the world today, thinks Dr. Sidney E. Rolfe, economist and former consultant to the OECD. "Each nation is determined to do its own thing even if the social cost to the rest of the world of such behaviour is outrageously high," he said. "In recognition of the limits of the nation state we have erected certain para-supranational institutions to cope."

Dr. Rolfe, who resides in New York City, told CMA delegates that if he were to single out one nationalism that is currently more dangerous than any other to international economic equilibrium, "I would criticize my own country. I believe that the major problem we all face now is the international monetary situation. Unless it is fundamentally repaired, it will stop the expansion of world trade and investment, and can indeed precipitate another depression." He believes that the defence of currencies at a national level can only lead to further restrictions, tariff and non-tariff barriers, and more of the type of control of capital movements that is now seen growing in every country.

Rolfe says that the international monetary problem is an American problem. "The U.S. must simply quit dumping unwanted dollars on the world. In order to do so it must reduce the level of its governmental—i.e. military—spending abroad. In the alternative, since the world is still an armed camp where ignorant armies clash by night, some form of burden sharing of the defence costs must be worked out."

With respect to the international corporation, he said, he concurs with Peter Drucker that the world economy needs **"an institution that has a genuine self-interest in the welfare of the world economy, an institution that, in pursuing its own goals, serves the world economy rather than any one of the individual national economies ... This institution is the multinational corporation."**

It is part of the conventional wisdom, Rolfe said, to point out that nationalistic restrictions, and the potential restrictions worked out by every Board of Trade and Ministry of Economics, stands in the way of this rational development. But multinational companies have to take their share of the blame. With a handful of exceptions, the multinational companies still remain un-national in their control, in their management, in their key personnel. Above all, they are themselves victims of nationalism. In the name of good government relations they have accepted every restriction from home governments, have put up with them without a fight and have actually been the bearers of national policy to an unconscionable degree."

To perform the high promise of its function, he said, the international corporation must become more truly international in all of its aspects. "The international corporation is creating a different dimension of economic truth and it must push forward for a political and business mechanism to match that economic truth."

Buckminster Fuller

Could we afford a guaranteed annual income for everyone? "No question about it," says futurist, inventor, architect, writer Buckminster Fuller. There's enough for everybody on the planet, but we bureaucratically operate on the idea that there isn't enough to go around and each person must prove his right to live, he told the CMA.

He went on to tell the businessmen present to get a new accounting system that would take in the complete consequences of an operation—ecology, etc. And the system should be computerized because the computer is not corruptible; hand accounting is.

Individual initiative, Fuller said, can do more than states or organizations. There are checks in organizations that actually prevent breakthroughs. Compared to an auto company's time and costs, Fuller developed a model car at one quarter the cost and in half the time. The individual, he affirmed can do what big government and big corporations can't do. Since 1945, he said, the North American economy has been socialized by governments giving contracts to corporations. The corporations rather than the people have been socialized, making the United States more socialized than Russia. Governments should be housekeepers, Fuller declared. Present laws are inadequate and obsolete in terms of human relations. We ask politicians to make decisions about things that they don't know anything about.

There's a revolution in education coming, Fuller said. Education is needed for persons to know all about humanity and help close the gap in knowledge and understanding of automation. Specialization is contradictory to what people need. People with power institute this sort of concept—divide and conquer. Specialization, he said, is unnatural and illogical. Children aren't born specialists, and humans are the most adaptable of animals. Man has no specialized equipment but has a mind to make his own equipment.

There's no geographical isolation any more. The young think of the whole world, not just part of it. TV has had an important role in this change. A child is exposed to

information from TV twice as much as from his parents. And TV speaks with the voice of authority, speaking more eloquently and with more wisdom than the parents. Wealth has two aspects, Fuller said, the physical and the metaphysical. The metaphysical aspect is the intellectual input into wealth that rearranges things for us to use them. Everytime this wealth is used, we learn more, and thus metaphysical wealth is constantly increasing. As for physical wealth, energies are finite and inexhaustible in the universe. Wealth is today, he said. You can't order what I ordered yesterday. It can't be articulated backwards; it is the extent to which we use things and rearrange them to better serve people.

On being a Canadian

There are great costs in being a Canadian, said N. R. Crump, Chairman, Canadian Pacific Rail, Montreal. And these costs are largely economic. "The fact that we are a numerically small people strung out over vast distances leads to a transport-intensive economy," Mr. Crump said. **"On a per capita basis, for example, Canada has double the miles of railway mainline than does the U.S. and 40 per cent more miles of surfaced road. I speak from experience when I say that transport is costly."**

Not only is our economy transport-intensive, he said, but its small size makes it difficult to attain the economies of scale available in modern manufacturing technology. "A recent study prepared for the Economic Council of Canada has fully documented the high-cost character of Canadian manufacturing. Other studies have estimated that Canadian GNP is reduced by between 7 and 10 per cent by our commercial policy which leads to a fragmented manufacturing industry."

Crump says that all of our problems can't be attributed to economic geography; some are man-made. "For example, we have chosen to emulate our wealthier neighbour to the south with regard to social benefits. U.S.-style benefits, supported by a Canadian-style level of income, can only lead to higher tax rates—as all of us know so well. Again, a cost of being an independent nation in North America."

The economic costs of independence are easily enough documented. "Income levels in Canada are 28 per cent below those in the United States. Indeed, average Canadian income levels are below those in the poorest region of the United States," stated Crump. "There is only the slightest indication that the gap is narrowing. Although this problem has always been with us, more of our people are becoming aware of the very high price being paid for economic independence. And there is a restlessness in the land."

Income levels within Canada itself, he said, vary tremendously from region to region, although in recent years the relative gap has narrowed somewhat. "Despite much brave talk from Ottawa, and some very large expenditures under the heading 'Regional Economic Policy,' there must remain grave doubt as to whether public policy can significantly reduce the disparities within a reasonable time frame."

The large regional income disparities are very destructive to national unity, he declared. "They force the poorer cousin to question the value of the association—this is a major part of the problem in Quebec—and they make the richer cousin ask whether he really wants to foot the bill for his poorer relations. These are both fair questions and they are being asked with increasing frequency."

The only economically integrated part of Canada he said, is the industrial axis that stretches from Windsor to Québec City, and trade along this axis is substantial. "The economic linkages between other parts of the country are much less secure," Crump noted. "Central Canada, by dint of the National Tariff Policy of MacDonald, finds large markets for its manufactured products in Western Canada and the Maritimes. On the other hand, Western Canada has only limited markets for its own produce in Central Canada. Although one can cite minor exceptions, it is fair to say that the bulk of economic growth that has taken place in Western Canada over the past two decades results from expansion of markets in the U.S. and the Pacific basin, not in Central Canada. This trend is likely to continue, and explains much of present political discontent in Western Canada. The less firm the economic ties, the more vocal is the discontent."

Crump says that the Maritimes are in the most precarious position because their sales to Central Canada are very small and they lack the raw material base to support exports to the U.S. and offshore. **"The economic links between Western Canada and the Maritimes are almost non-existent. Thus, we have really failed to achieve even a firm economic union within our nation,"** he said. "Add to this the particular problems of Quebec, both economic and political, and one appreciates that our confederation is not without its very serious problems. These are the costs of being a Canadian."

But if there were costs, there were also great benefits, he said, and the benefits far outweigh the costs. Our country remains relatively untarnished despite some rather determined efforts on our part to despoil it. Our politics

are conducted in an atmosphere of relative rationality and stability. Our political system works, and laws are enacted that are generally sensible. The level of our political leadership has been "remarkably good" and Canadians remain on speaking terms with each other—in two languages.

Although he is a firm believer in a cohesive federal power, he questioned whether this can be achieved by an unyielding rigidity to change, given the realities of our age. Crump would like to see a recasting of the political organization of Canada into a smaller number of larger, more viable units. "It is heartening to see that this is now being rationally discussed."

With regard to economic policy, he said, it is easy to agree that **our goals must be to reduce income disparities within Canada itself, to defuse the economic conflict that is emerging between Eastern and Western Canada, and to narrow the income gap between Canada and the U.S.**

He suggests a careful perusal of the east/west economic alignment, now a century old, "to see if we are now strong enough as a nation to gradually seek a re-orientation of our economic policy." This type of re-orientation would imply a further easing of the economic protectionism contained in the National Policy of MacDonald. "Although high tariffs on manufactured goods were appropriate and necessary in the forging of the nation, they are now contributing to the economic pressures that threaten to split it."

The type of reorientation he had in mind would insist on increasing the attractiveness of imported manufactured goods in Western Canada and the Maritimes; allowing Québec and Ontario to more fully integrate their economies into the heartland of North America, reducing their dependence on Western and Maritime markets; and permitting Canada, and particularly Western Canada, to more fully integrate with the Pacific Rim countries, which are more and more becoming their natural trading partners.

"It might appear somewhat anomalous to suggest that we should consciously set out to weaken the economic ties that were so necessary in the formation of this country," Crump said. "My own view is that it may be even more anomalous to hold rigidly to a policy that worked 100 years ago, in very different circumstances and with very different national objectives. Indeed, in the context of 1971, I suggest that our political union would be assisted, not damaged, by such a policy, which could only materially raise the standard of living in all parts of Canada."

International Labour Conference



Canadian delegation to the 1971 International Labour Conference

“The ILO is not going down the drain,” ILO Director-General Wilfred Jenks told the 56th annual International Labour Conference held in June in Geneva. “We serve and draw our strength from the whole world,” he continued. We will continue to do so, with staunch integrity and fearless impartiality, come what may. Mr. Jenks’ comments followed a decision by the Appropriations Committee of the United States House of Representatives not to recommend the appropriation for the ILO for 1971. The U.S. assessment covers about 25 per cent of the organization’s budget. Last year the United States withheld half its contribution, triggering a financial crisis in the ILO. In his address to this year’s conference, Jenks stressed the need for rethinking on the ILO’s work, and for the constant testing of the timeliness, cost-effectiveness and relationship of its varied functions. He noted that the present financial situation had effected a loss of momentum in the organization’s work but that there had been no loss of direction.

Referring to an address by President Léopold Sédar Senghor of Senegal in which he pleaded for better trading terms to help developing nations promote their social and economic progress, Jenks noted that the conference had before it a resolution requesting a study of the relationship between international trade principles, standards and practices and the World Employment Program. He announced that he had already established preliminary contacts with the heads of the international organizations concerned, and that there would be a special discussion on trade, aid, employment and labour at the November session of the Governing Body.

The conference reviewed the ILO’s World Employment Program and called on the ILO to give continued priority to employment promotion. It adopted an International Labour Convention and Recommendation on protection against benzene poisoning at the workplace and on protecting workers’ representatives from discrimination by their employers. It also approved a \$71,503,000 gross expenditure budget to finance the ILO program of activities for the two-year period 1972-73. Resolutions were adopted on strengthening tripartism in the ILO; against apartheid and racial discrimination; on equal treatment for migrant workers; on the extension of social security; to all segments of the population on social problems raised by multinational undertakings; and on the relation between international trade and employment.

Tradition was broken in the election for president of the 1971 ILO conference. In the past the presidency had, with one exception, been held by a government delegate. This year **Pierre Waline, French employer delegate and closely associated with the ILO for almost half a century was elected President.** In his presidential address, Mr. Waline predicted that the scheduled discussion of the World Employment Program would highlight two striking features of modern life. One was the keen awareness in some countries of delays in their economic development which cause feelings of injustice; the other feature was technical progress that “creates the need for almost permanent co-ordination between governments, managers and representatives of the workers, within each country and at the international level, to prevent or diminish the crises and suffering which could become the price of this progress.”

S. O. Koku of Nigeria, the retiring Chairman of the ILO Governing Body, told the conference that despite financial problems the ILO had completed a full program of important work in the past year, including meetings of the Asian Advisory Committee, the Metal Trades Committee, the Joint Committee on the Public Service, a Maritime session of the International Labour Conference, and meetings of the Consultants on Workers’ Education and of Experts on Fiscal Policy for Employment Promotion. He reported that **a total of 130 new ratifications of International Labour Conventions had been registered, and that the operational programs to help countries improve labour and social conditions around the world had continued.** The decentralization policy was pursued with the transfer of 20 professional officers to Bangkok. There was an increased preoccupation with planning and evaluation, as well as the first in-depth review of occupational safety and health programs. He concluded his address by stressing the dynamic nature of the ILO’s ability to pass through the difficult events of the past year and to continue its work in the future. ILO objectives “have no political content or characteristics,” Mr. Koku said. “They are related solely to the attainment of better conditions of work and life for the toiling masses the world over, and to the provision of adequate employment opportunities for the growing millions of young people throughout the world who are haunted by the lengthening shadows of unemployment, poverty and personal degradation.” Koku’s successor will be Ambassador Umarjadi Mjotowijono, Indonesia’s Permanent Representative in Geneva. He has been the Indonesian representative on the Governing body since 1969 and has served as a member and leader of various Indonesian delegations in economic negotiations and in the United Nations and at other conferences.



Two major office-holders were re-elected. Gullmar Bergenstrom, Director of the Swedish Employers' Confederation and Chairman of the Executive Committee of the International Organization of Employers, was re-elected Employers' Vice-Chairman of the Governing Body. Joseph Morris, Executive Vice-President of the Canadian Labour Congress, was re-elected Workers' Vice-Chairman.

A number of Canadian delegates attended the conference. Ministers attending were: The Honourable Bryce Mackasey, Canada Minister of Labour, and The Honourable R. E. Logan, Minister of Labour for the Province of New Brunswick. Bernard Wilson, Assistant Deputy Minister for the Canada Department of Labour and G. Ignatieff, Ambassador and Permanent Representative of Canada to the United Nations Office in Geneva were the Government delegates. The Government advisors and substitute delegates were: R. P. Campbell, Deputy Minister of Labour for the Province of New Brunswick and Harry J. Waisglass, Director General of Research and Development of the Canada Department of Labour.

A number of other government advisers were also in attendance: Paul Auger, Second Secretary of the Permanent Mission of Canada to the Office of the United Nations at Geneva; A. S. Bandzierz, Chief of the Technology and Productivity Division of the Canada Department of Manpower and Immigration; Bernard Boucher, Director of the Industrial and Commercial Inspection Service of the Québec Department of Labour and Manpower; Guy de Merlis, Assistant Director of the International Labour Affairs Branch of the Canada Department of Labour; Sylva Gelber, Director of the Canada Department of Labour's Women's Bureau; J. A. King, Assistant Deputy Minister of Labour for the Province of Manitoba; and Paul Lapointe, Counsellor to the Permanent Mission of Canada to the Office of the United Nations at Geneva. Members of Parliament attending the conference were: Lincoln M. Alexander, J. Edward Broadbent, C. E. Dionne, A. Portelance, and C. Turner. Three provincial representatives accompanied the Canadian delegation: Gisele Gallichan, Press Attaché of the Québec Department of Labour and Man-

power, Evangeliste Moreault, Director of the Conciliation Service of the Québec Department of Labour and Manpower; and Cyril White, Chairman of the British Columbia Workmen's Compensation Board. F. K. Richan, Vice-President in charge of Industrial Relations at Philips Electronics Industries Ltd. and a Deputy Member of the ILO's Governing Body was the Canadian employers' delegates.

His advisers included: S. M. Gossage, a Vice-President of the CP Railway Company; Mark Stein, President of Magil Construction Ltd.; J. Ward Stewart, Manager of the Atlantic Division of the Canadian Manufacturers' Association; R. J. Whittle, Vice-President in charge of Administration at British Columbia Forest Products Ltd.; and R. E. Wilkes, Executive Secretary of the Rail-

way Association of Canada. Joseph Morris, Executive Vice-President of the Canadian Labour Congress and a member of the ILO's Governing Body was the workers' delegate from Canada. His advisers included: George Barlow, Vice-President and Canadian Director of the Retail, Wholesale and Department Store Union; G. C. Gale, Vice-President of the United Transportation Union; Gérard Picard, Trade Union Adviser of the Confederation of National Trade Unions; René Prud'homme, Executive Vice-President of the Public Service Alliance; and John Simonds, Director of the International Affairs Department of the Canadian Labour Congress. G. Seguin of the Canada Department of Labour's Labour-Management Consultation Branch served as the Canadian Administrative Officer. The stenographer was Réjane Dodd of the Canadian Embassy in Brussels, Belgium.



Children— the overlooked resource

Dr. Frederick Elkin

"The child is a resource, a part of our collective wealth," but our society does not recognize this fact, said Dr. Frederick Elkin, keynote speaker at the first National Conference on Day Care. A York University sociologist, Dr. Elkin is author of "The Family in Canada."

Held at the University of Ottawa from June 21 to 23, the conference was sponsored by the Canadian Council on Social Development and was chaired by Mrs. Anne Barstow of Toronto, Chairman of the Action Committee on Day Care of the Ontario Welfare Council, and member of the Community Day Care Committee of Metro Toronto. Introduced by Mrs. Barstow as the man capable of bridging the gap between the theory of day care and the pragmatic solutions the conference must generate, Dr. Elkin centered his remarks on three major areas: the role of the family in our society, the plight of the child, and the part the community must play in day care.

The family has not fared too well in recent years, Dr. Elkin noted, primarily because of the social effects of rapid technological change. Nonetheless, it still performs a vital function: it is a "rest and recovery" area, where there can be unguarded expression of deep feelings. Without the family group "the child is not likely to develop the thoughts associated with human behaviour," Dr. Elkin said.

The child has also been subject to great stress in our society—"one of the indices of an unsatisfactory civilization," continued Dr. Elkin. Parents have one view of the child and society another. Parents want their offspring to be successful, secure and content, and to maintain family ties. Society, however, places its emphasis on the production of law-abiding citizens, loyal to the specific ideals of that society, and committed to participate. This commitment is dependent on the will to participate and the competence to do so. In developing competence, the child is faced with three goals of the larger society: to learn and use a variety of behavioural avenues, to comprehend a variety of social systems and utilize the resources found in them, and to test reality and

achieve a broad, positive and sophisticated assessment of the world. But the young person's reality testing may reveal "institutionalized relationships," where those in responsible positions have been socialized into the attitudes of their predecessors. We still change the ways of our institutions by changing its people, said Dr. Elkin. Their survival depends on the qualifications of their recruits and what recruits are is largely dependent on their child training.



The community should therefore recognize its dependence on the resource that its children are. Day care in contemporary society is a service not just to the family but to our institutions. It must therefore not just perform a custodial role, but an enrichment role as well. Day care is not something apart from either family or community. It does not substitute for mother or father; it must supplement instead, he concluded.

Dr. Gripton

Dr. James Gripton, presenting "Preliminary Report" of the National Study of Day Care Services in Canada, sponsored by the Canadian Council on Social Development, categorized his report as a "non-report on non-data on non-day care in Canada." Dr. Gripton is at the Carleton University School of Social Work. His report,



he said, demonstrated the lack of day-care services in this country. Although the data used in the study were obtained in 1968, Gripton affirmed that they were still relevant because of the sluggish growth of day care in Canada. The report was divided into four areas reflected in the organization of the major workshops at the conference: legislation, financing, staff training and day care as a community resource.

Legislation on day care is a provincial responsibility. Of all the provinces, noted the report, only Ontario has what could be considered comprehensive legislation on the subject. Its Act was therefore used as a model against which the other provinces were judged. Under Ontario law, there are specific requirements in terms of facilities and administration of nursery schools and day-care centres, with clear standards on programs, food and nutrition, space requirements, sleeping space and equipment, sanitation facilities and health. The province provides 80 per cent of the operating and renovation costs of municipally operated day-care centres, and 80 per cent of the costs of day-care service purchased by municipalities for children of persons in need. Nonetheless, the Ontario legislation has serious flaws, he pointed out. The municipally operated centres fall far short of the total need and are unevenly distributed in relation to the need. The report noted that capital costs—not shared under the Ontario legislation—rather than the 20 per cent of operating costs not subsidized, are a greater deterrent to municipalities' establishing their own centres.

Ontario does not specify pre-school teacher qualifications for staff, and consequently, there has been no stimulation of a better level of training. Infants are not covered adequately under Ontario law, although changes are being considered by the Day Nurseries Branch that administers the Act. Finally, the needs test humiliates those parents who could most use day-care services and makes them reluctant to apply, as well as creating a cumbersome administrative apparatus.

The philosophy of the Ontario legislation is that day care is a substitute for parental care in unusual family situations. The province's legislators could do well to look at the Saskatchewan regulations, said the report. **There, the aim is "to promote the growth and development of day-care services for children and to provide or support these services to ensure their availability to all families . . . who need these services."**

On the financial aspect of day-care, Gripton pointed out that a Canada Department of Labour Women's Bureau study on day care, "Working Mothers and Their Child-Care Arrangements," discovered that most families needing the service can't afford it. Various solutions

have been proposed to this dilemma: there is the women's Liberation approach—free day care; the proposal that family allowances be increased to give women the option of working or staying home; or a sliding wage scale rate for day care—a method that the Ontario experience indicates is far from satisfactory, said Gripton.

On staff training, another prime consideration of the national study, Gripton condemned the inferior training of day-care staff in comparison with staff in the public schools. **Since 1968, there had been the institution of day-care training programs by community colleges, he admitted, but there were still no common standards. What is needed is to emphasize the Bachelor of Education level, he said.** He criticized also the social worker input into day-care programs. He stated flatly that this input has hindered day care because it does not emphasize child growth. Finally, he advocated continuing education programs for teachers. Only in Ontario has there been substantial progress on this, with certification of three levels of skill.

Turning to day care as a community resources, Gripton re-emphasized the financial backing provided in the Ontario legislation and its flaws. Summing up, he described day care in Canada as "a program in limbo." To enlist support, he said, day care must show its usefulness to other plans and institutions.

Andrew Fleck Centre

On the second afternoon of the conference, tours of seven different day-care centres were made to give delegates a first-hand impression of the various facilities now in operation in Ontario. **The largest and most complex of these was the Andrew Fleck Centre on George Street in Ottawa, which has been in operation for the last 50 years. This centre has facilities for 140 children from two and one half years to nine years of age. It could legally handle children up to 10 years but the school is completely filled.** Children in the 2½ to 4-year age group stay at the centre all day; the five-year-olds are walked to and from three different schools. When the children reach grade school they go to school by themselves. The school's director emphasized the tremendous liaison the centre has with the various school boards; the centre is in fact considered the legal home base for the children so that they may attend the nearby schools. There are regular staff conferences held with school staff.

At noon a hot meal is served to all groups, and a light supper later in the day. The children stay as late as six o'clock, when their parents pick them up.

The centre complex consists of two buildings with a playground between. The main building houses kindergarten children on a lower level, along with laundry and storage facilities, toddlers on the first floor, and four-year-olds on the top floor. The smaller one-storey building is used for two head-start programs, morning and afternoon, as well as for grade-school children at noon and before and after school. The head-start program handle 20 and 15 children respectively, all bussed to and from the centre because it is the only way to ensure attendance. Bussing is a major expense of the centre, particularly in the summer, when a special program goes into effect. Every day in the summer all grade school children are bussed up to Camp Fortune in Gatineau Park, along with about 12 to 15 four- and five-year-olds chosen daily. The older children make use of the Ottawa Ski Club's lodge and the younger ones are based in the baby-sitting building. For this program the regular teaching staff is not large enough and extra teachers are hired to help out. An emphasis is placed on obtaining male teachers, to prevent an all-female emphasis too common in day-care programs. This summer, four special staff were hired for a seven-week French program for the Welfare Department. This program consisted of field trips, and operate from a base at Le Centre Des Petits, which itself closes for the summer.

The Andrew Fleck Centre places an emphasis on liaison within and without its organization. A full-time social worker does all intake and decides on acceptance of the child only if that is the course that is best for the family as a whole. An education supervisor is in charge of all 15 teachers, and staff meetings with the social worker and the director are held regularly on a case-study basis. The centre can make referrals through the social worker to a mental health clinic and to a public health nurse. There is a doctor on call, and group counselling is provided at nights by a part-time worker, particularly for sole support parents.

The Andrew Fleck Centre is 98 per cent supported by tax money. The City of Ottawa and the United Appeal pick up uncovered activities, such as counselling. The centre's director exposed the fallacy that all parents using the centre are on welfare. In fact, 40 per cent of the parents work for the federal Government. At the present time, however, only one family can afford to pay the full \$6.80 official daily cost (\$7.74 actual) of keeping their child at the centre. Under miscellaneous activities, the centre is involved in a demonstration program for the federal Government whereby children are placed in homes other than their own in the community they live in for day care. This is being run on a city-wide basis.

Visiting this centre, the delegates were shown to a number of desirables that later appeared in the recommendations at the closing plenary sessions. Everywhere in the old but clean buildings there was light, colour, sound and texture. The walls and ceilings were festooned with paintings and mobiles created by the children themselves. The shelves and benches were packed with small animal cages, plants, abstract sculptures. There were play housekeeping areas, a music room with walls racked by an assortment of rhythm instruments, quiet areas with rugs on the floor to tempt readers, individual child-sized cots, building block materials, a room with odds and ends for building "forts," and, in a small corner outdoors, a tiny garden area. The centre is not perfect, having defects such as the location of the kindergarten children in the basement across from the bleach-laden air of the laundry room. Nonetheless, the children were obviously interested, involved, happy and rambunctious. This centre is succeeding with its children.

Day-care recommendations

Day-care must be accessible to all families who need or want to use it, was the consensus of a discussion group on community resources. Top priority should go to communities where the needs are most evident. Those communities not economically self-sufficient should be financed by the various governments. The group urged that the federal Government establish an inter-departmental committee "to explore the formation of an effective vehicle to co-ordinate all the existing services to children that are presently vested in a variety of federal departments and agencies." It recommended also that national and local public and private bodies be urged to devote resources to upgrade the role of parents through information and education programs. It urged also that the Canadian Council on Social Development establish an independent autonomous national day-care centre, inter-disciplinary in nature, and representative of existing citizens' groups and day-care centres to concern itself with national day-care policy and make recommendations to the federal Government, educate Canadians on aspects of day care, encourage the development of day-care programs, promote standards and encourage the development of local, regional and provincial action groups.

A group concerned with training and educational standards recommended that **there should be a national board of day care development services, with national standards for certifying these services. In addition it urged national as well as provincial standards for training all levels of personnel in the field of day-care developmental services.** It recommended that ways be found to facilitate upgrading from one level to another and also for

experienced people to acquire the appropriate academic certifications. The four levels cited were: Level 1, aid volunteer; Level 2, teachers' assistants, day-care workers, nursery assistants; Level 3, teachers or equivalent; Level 4, university graduates, undergraduates or post-graduate degree holders. It urged that minimum staff requirements should be established and included in all provincial and national legislation. The group had several recommendations for the improvement of environmental factors, including housekeeping centres, wheel toys, musical instruments, water play, science centres, woodworking centres, outdoor programs, books and records, paints, clay, dressup materials and exercise equipment. It stressed health and safety measures and



the encouragement of male participation. It recommended also that parents and staff be involved in policy- and decision-making; that there be close liaison between elementary school staff and day-care staff, that terminology in day-care services be uniform across Canada; and that there be an annual national conference with follow-up reports to all participants.

The legislation committee said that **supplementary child care services were part of the total package of social services needed by contemporary families, and day-care legislation had to be clearly articulated but also linked to other programs and policies affecting families.** The committee recommended the creation of a National Office of Child and Family Affairs that would include day-care services. The department would be concerned with the establishment of guidelines in the use of federal funds, making possible loans and grants to develop services; the development of guidelines to assist the provinces to draft optimum standards for their legislation; creating consultative services and supporting research and demonstration projects to develop new and better forms of day care and patterns of delivery services. "We further recommend that the licensing of services remain within provincial jurisdiction, and where appropriate, be carried out in conjunction with municipal authorities, but no services can operate without meeting licensee requirements."

Although this committee believed that educational programs should be stressed and advocated properly qualified personnel, it did not wish to give the total responsibility to the public education system. Instead it recommended that there be boards or representatives from health, education, social welfare agencies and the users of the services, who would have the responsibility to set and enforce minimum standards, and serve as a resource for the development of optimum standards to sponsor innovative and experimental programs and offer consultation services. It recommended also that the provinces contribute to the funding of day care in accordance with cost-sharing agreements with federal, municipal and private agencies. Legislation should be open to periodic review, and amendments and revisions should be built in so that standards can be raised as resources, money and personnel become more readily available.

The committee on finance recommended that: **the Central Mortgage and Housing Corporation fund non-profit and limited-dividend groups sponsoring day-care centres in the same way as they treat housing under Sec. 16 of the National Housing Act;** "sweat equity" represents a dollar figure for uncompensated labour when calculating the group's equity; Central Mortgage and Housing use recognized day-care centre standards for facilities and equipment; the Canadian Council of Social Development develop a National Code of Standards as a guideline for day-care; a national information centre, funded by the federal Government, co-ordinate and share information and initiate research on day-care services, and explore how to interest labour and industry in co-operating with the community to provide day-care services. If a National Information Centre is not established, the committee said, a department of the

federal Government should urge labour and industry to co-operate in day-care participation by operating day-care centres alone or jointly; donating money to a centre; acting as a catalyst for day-care services; providing expertise on a voluntary basis to groups wanting to set up day-care centres; and contracting for service for their employees. It recommended also that the Department of National Health and Welfare change the Canada Assistance Plan to include: both total operating cost and the amortization of capital cost—including equipment; an increase in the proportion of federal sharing across Canada, and to assure equal opportunity for all provinces to share in the development of day-care resources, the ratio of federal participation in cost-sharing to vary in accordance with the relative economic conditions in the various provinces; and sharing in the costs of providing day-care services on a basis of a simple test of income employing a sliding fee scale so that all children can be served.

Minority report

The conference had its share of dissent on several issues. **On the first night, a group of 25 low-income and welfare delegates met to protest the professional aspect of the conference.** Ted Preston of Montreal, who organized the meeting, said the protesters believed that parents instead of professionals should determine the nature of day-care services in their communities. The group discussed priorities in allocation of funds for day care and agreed that low-income families should be first to receive help in paying day-care fees. After the official recommendations were presented on the final day of the conference, **a minority report was read into the record. It recommended that day care financing and legislation be removed from Health and Welfare and put with education under the new agency recommended in the official report;** that the federal Government play an active role in funding; that the tax basis be re-examined to find new sources of revenue; and that sums of money be put aside for community groups.

Dr. Bell

Mrs. William Bell, a Winnipeg-born social worker who now works in Talahassee, Fla., as a consultant for the Child Welfare League of America, completed her role as "reactor" for the conference with a closing address calling for formation of an action network at the regional level to lobby for day-care services. Through this network, she said, communities can be taught that parents and children must be of concern to all, that society must respond to children. She condemned the attitude of "Now the conference is over, let's go home and leave it all to the Canadian Council on Social Development." Instead, Dr. Bell urged action on six or seven fronts at once. For a start, she suggested bringing local elected officials into the network and making them knowl-

edgeable about day care. These are the people who can talk with "clout," she said. Another possibility is to ask industry to participate directly. The United Auto Workers in Detroit, for instance, have opened 17 day-care centres. On the regional level, differences should be overlooked in the interest of children's needs. On the national level, the delegates should attempt to bring together "national contiguous people" and get them involved with each other.



Day-Care Reading List.

This suggested reading list on day care was prepared by Freda Paltiel who is attached to the Privy Council Office as co-ordinator of the federal Government's examination of the report of the Royal Commission on the Status of Women. Mrs. Paltiel wrote the article, "Day Care in Europe," that appeared in the July number (p. 433) of *The Labour Gazette*.

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Women in trade unions



Job equality and a greater voice within their unions are the watchwords of the new woman unionist. But the number of women in unions, although increasing in absolute and relative terms, has not kept pace with the increase in women entering the labour force. In Canada during the 1967-68 period, women's representation in the organized labour force rose by 31,362 to 438,543 members, according to the 1968 report under the Corporations and Labour Unions Returns Act. Women workers comprised 20.4 per cent of all union members in Canada in 1968, as compared with 19.8 per cent in 1967, 17.0 per cent in 1966, 16.6 per cent in 1965, 16.7 per cent in 1964, 16.6 per cent in 1963, and 16.4 per cent in 1962. According to a U.S. Department of Labor study, women unionists in 1958, totalled 3.1 million, or 18.2 per cent of total union membership; by 1968, their number had risen to 3.7 million, or 19.5 per cent of all members. During the 10-year period, unions added over two million members to their ranks; women made up 30 per cent of the increase with their largest gain occurring in the last half of the decade. Since 1958, 600,000 women in the United States have joined unions. The number of women in the civilian labour force, however, grew during the decade from 32.7 per cent of the total of 37.1 per cent. The ratio of women union members to employed women had declined over the decade from 13.8 to 12.5 per cent.

Canadian unions

Women members in Canada formed the minority in all but 29 reporting organizations. In almost half of all reporting organizations (74) women members ranged from zero to 10.0 per cent. In the eight labour organizations in which women comprised 80 per cent or more of all union members, their combined numerical strength amounted to 52,695, or 12.1 per cent of the total number of women members. In the 29 labour organizations in which women members formed the majority, their combined numerical strength amounted to 180,414, or 41.2 per cent of all women members.

On a regional basis, there was considerable variation in the distribution of women members or reporting organizations. Women members in Québec comprised a larger proportion (26.3 per cent) of the total union membership in their region than was true of women members elsewhere in the country. Women's representation among all organized workers was highest in Québec (8.1 per cent), followed by Ontario (6.8 per cent) and British Columbia (2.2 per cent). Provinces with the lowest percentages of women members among all organized work-

ers were, Prince Edward Island (less than 0.05 per cent), Newfoundland (0.1 per cent), Nova Scotia and New Brunswick (0.3 per cent). In the Yukon and Northwest Territories, their low rank in all probability is related to the fairly high ratio of men to women in the population.

Labour organizations reporting 10,000 or more women members in 1968 included the Québec Teachers' Corporation (44,587), Canadian Union of Public Employees (38,767), National Federation of Services, CNTU (29,928), Public Service Alliance of Canada (28,099), International Ladies Garment Workers' Union (18,568), Building Service Employees' International Union (16,815), Confederation of National Trade Unions (13,444), International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (11,802), Registered Nurses' Association of British Columbia (11,265), Alberta Association of Registered Nurses (10,490) and Amalgamated Clothing Workers of America (10,375).

Among other reporting organizations with large numbers of women members in Canada were the Civil Service Association of Ontario (9,833), Retail Clerks' International Association (8,121), Canadian Telephone Employees' Association (7,206), Retail, Wholesale and Department Store Union (7,094), Hotel and Restaurant Employees and Bartenders' International Union (7,077), United Electrical, Radio and Machine Workers of America (7,013), International Brotherhood of Electrical Workers (6,906), Textile Workers' Union of America (6,489), United Steelworkers of America (5,979), United Packinghouse, Food and Allied Workers (5,628), Amalgamated Meat Cutters and Butcher Workmen of North America (5,598), National Federation of Clothing Workers, Inc. (5,315), International Union of Electrical, Radio and Machine Workers (5,238) and United Textile Workers of America (4,622).

Out of a total of 9,644 local union branches in Canada, 4,905 had women members. Of the 438,543 women members reported for 1968, 185,481, or 42.3 per cent were in 1,826 local union branches of international unions; 203,435, or 46.4 per cent, were in 1,616 local union branches of national unions; and 49,627 or 11.3 per cent, were in 1,463 local union branches of government employees' organizations.

U.S. unions

A major proportion of total women membership in the U.S. has consistently come from only a small number of unions. Approximately three-quarters of all women members in 1958 and 1968 belonged to 21 unions, each with more than 50,000 women members. These unions operate in a variety of major employment sectors: metals and machinery, clothing, communications, transportation, service, trade, and government. With one exception (the American Federation of Teachers), they bargain for both blue-collar and white-collar workers. In some unions, such as the Communications Workers of America, American Federation of Teachers, Alliance of Independent Telephone Unions (Ind.), Amalgamated Clothing Workers of America, and the International Ladies' Garment Workers' Union, women represent a sizable proportion of total membership. Although women are a relatively small proportion of total memberships in other unions, they are significant in terms of absolute numbers in such large labour organizations as the United Automobile, Aerospace and Agricultural Implement Workers of America (Ind.), International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.), and Amalgamated Meat Cutters and Butcher Workmen of North America.

Four unions contributed almost one-half of the 600,000 gain in women members over the decade: the Retail Clerks International Union, Service Employees International Union, United Automobile Workers, and American Federation of Government Employees. Each has experienced a high total membership growth during the decade, ranging from 43 to 391 per cent. Only in the Service Employees and the Auto Workers has the proportion of women members increased at a faster rate than total membership.

Women made up at least one half of the total membership in one out of seven U.S. unions in 1968. Some shifts occurred from 1958 to 1968 in the number of unions and members, but certain concentrations among ratio groupings remained fairly constant. In both years, approximately one-quarter of all unions had no women on their rolls. These are primarily unions representing workers in industries and occupation considered male domains, such as railroad, construction, mining, fire fighting, and so on. **The number of unions in which women represent over one half of membership has increased slightly over the decade, from 25 to 30;** these unions account for an almost consistent percentage of all women members, 44 per cent in 1958 and 42 per

cent in 1968. Of the three unions reporting that women composed at least 90 per cent of the total on their rolls in 1958, only one, the Laundry and Dry Cleaning International Union (AFL-CIO), remained that size in 1968.

In six industries in which 75 per cent or more of the U.S. workers are organized, women workers range from a negligible to a relatively small proportion of total employment. Conversely, of five industries in which women make up at least half of those employed, only two (apparel and telephone) show a relatively high degree of organization—between 50 and 75 per cent; in one (leather), it is between 25 to 50 per cent, and in two (finance and services), it is less than 25 per cent.

Those industries that are large employers of women and traditionally have been well organized, have significantly expanded their female workforce, thereby outstripping gains in membership during the 1958-1968 period. In the apparel industry, for example, predominantly represented by four unions that together accounted for some 702,000 women members in 1968, approximately 31,000 women members have been added to union rolls over the 10-year period. A disproportionate increase in the number of employed women, about six times that of membership, reflects the adverse effect of the movement of the industry into areas unfavourable to organized labour. Similarly, while employment of women in communications has risen by about 50,000, three major unions in the industry have added only about 14,000 women to their ranks.

On the other hand, **the relatively recent upsurge of organization in government has provided a new source of women members.** Just as membership in government unions has made a significant contribution to the overall growth of the labour movement, rising from 5.8 per cent of total union membership in 1958 to 10.7 per cent in 1968, the increase of women government members has added greatly to their total in unions. In 1968, the 30 unions with 80 per cent or more of their membership employed in government included 450,000 women, or 11.4 per cent of all women members, compared with 172,000, or 5.3 per cent in 1958.

The findings of a 1967 U.S. Bureau of Labor Statistics study of unaffiliated local unions differ from those for national unions. Replies from these organizations indicate that women represented a greater proportion of



their total membership than they did in national unions. **In 1967, 34 per cent of the 475,000 members in unaffiliated unions were women, up from 29 per cent in 1961; in national unions the proportion has remained at about 20 per cent of the total.** Of the 884 unaffiliated unions reporting, about 44 per cent reported no women members, compared with 23 per cent in national unions; however, a greater number of unaffiliated unions reported that women represented more than one half of their membership. Unions in this category accounted for 70 per cent of women members in all unions, while in national unions they represented 42 per cent.

One explanation for the greater proportion of women members in the unaffiliated unions may be found in the industries in which these unions were certified as the collective bargaining representatives. More members, 12 per cent, were in the service industry than any other sector, and large concentrations were noted also in communications and electrical machinery.



In terms of the standard measure used to determine the adequacy of representation available to minority groups in public or private office, women had not in 1958 attained the level of responsibility and authority that would be indicated by their numbers as union members. Despite the substantial increase in number by 1968, the best that can be said is that their position had not deteriorated. At the beginning of the 10-year period, women officeholders constituted 4.7 per cent of all union officials listed in the Bureau's biennial Directory; in 1968 the proportion was 4.6 per cent.

In 1958, 32 women held 36 elective and appointive positions whereas in 1968, 38 women held 48 positions. The increase both in the number of women with positions and number of positions held by women can be attributed in part to the addition of three positions in the Di-

rectory listing; legal, legislative and public relations activities. When these three categories are eliminated to coincide with the positions existing in 1958, the 1968 total is reduced to 35 women and 40 positions. Hence, on a comparable basis, three women officers were added to union payrolls with a gain of four positions.

Women held one more elective position in 1958 than in 1968, 13 versus 12; most commonly, in both years, secretary-treasurer. At the end of the decade, however, four more women were directing major departments or activities in appointive positions than at the beginning of the period. An unpublished U.S. Bureau of Labor Statistics survey showed that in 1947, AFL and CIO unions had 10 women research directors; in 1958 they had eight, and in 1968 only five. On the other hand, there were 10 women social insurance directors and five editors in 1968, compared with three each 10 years earlier.

The U.S. study reveals also that union members earn higher wages than their non-union fellow workers in most of the occupations that permitted comparisons. The difference in median earnings between union and non-union workers working at any time during the year was \$1,540 for women and \$1,517 for men. In all comparable occupations studied, however, organized women received lower wages than all men.

Issues that face women at the workplace include equal opportunity for entering occupations, seniority rights, pay, promotional opportunities, and the need for day-care centers. Under legal requirements, unions are required to bargain and represent all workers covered by an agreement, regardless of membership, race, or sex. In a number of instances unions have emphasized the policy of equal treatment for women by including anti-discrimination and "equal pay for equal work" clauses in their agreements.

Despite the legal and contractual obligations imposed on the union, American women members have turned to the U.S. Equal Employment Opportunity Commission for redress of alleged grievances. About 400 such cases were referred to the Commission in fiscal 1970, with the majority concerned with seniority and layoff, rates of pay, demotion, and transfers. As might be expected, where violations of law were found, both the union and the company charged were ordered to correct the situation and often the complainants were awarded compensation for lost earnings.

Price indexes

City consumer, June

Increases were recorded for consumer price indexes (1961=100) in all regional cities and city combinations except Edmonton-Calgary, which was unchanged.

With the exception of Halifax and Edmonton-Calgary, food indexes advanced in all cities. The housing components, for all cities except St. John's, increased as higher prices were registered for furniture, hardware, kitchen utensils and a number of appliances and cleaning supplies. Tobacco and alcohol indexes were unchanged except that for Vancouver which rose because of higher prices for alcoholic beverages. The clothing, transportation, health and personal care and recreation and reading indexes, registered mixed movements across the country.

Other price index changes were: Winnipeg +0.7 to 128.7; Saint John +0.4 to 125.5; Ottawa +0.4 to 130.9; Vancouver +0.4 to 126.8; Toronto +0.3 to 129.5; Saskatoon-Regina +0.3 to 123.2; Halifax +0.2 to 126.8; St. John's +0.1 to 123.7; Montreal +0.1 to 126.5; Edmonton-Calgary unchanged at 127.6.

Wholesale

The general wholesale index (1935-39=100) advanced 0.8 per cent in June to 289.7 from the May index of 287.5. It was 0.9 per cent higher than the June 1970 index of 287.0. Six of the eight major group indexes were higher, one declined, and the remaining group, non-metallic mineral products, was unchanged at 225.5.

The wood products group index rose 2.7 per cent to 397.0 from 386.7 on higher prices for spruce, building board, and pine, reinforced by increases in newsprint and wood-pulp because of movements in the exchange rate for U.S. dollars. A rise of 0.8 per cent to 321.0 from 318.6 in the animal products group index reflected price increases for fresh meats, fishery products and livestock. The textile products group index moved up 0.6 per cent to 261.5 from 260.0 on higher prices for raw cotton. The chemical products group index advanced 0.6 per cent to 239.8 from 238.4 on price increases for soaps and detergents. An increase of 0.3 per cent to 262.4 from 261.6 in the non-ferrous metal products group index was mainly attributable to price increases for domestic zinc. The iron products group index advanced slightly to 315.5 from 314.8. The vegetable products group index moved 0.2 per cent lower to 237.4 from 237.8.

Unemployment insurance report

Claims filed in local offices across Canada during May numbered 155,000, a decrease of 54,000 or 26 per cent from the previous month and 11,000 or 7 per cent fewer than the comparable month in 1970. All provinces recorded lighter claim loads of at least 15 per cent in the April to May 1971 comparison. The decline in claims filed in May can be attributed partly to the end of the seasonal benefit period on May 15.

The count of claimants for regular unemployment insurance benefit totalled 496,000 on May 31, some 9,000 or 2 per cent fewer than the 505,000 reported in the same month of 1970. The total reduction in month-end claimants was due mainly to decreases in two provinces—British Columbia (25 per cent) and Québec (8 per cent) which was offset by increases in the remaining

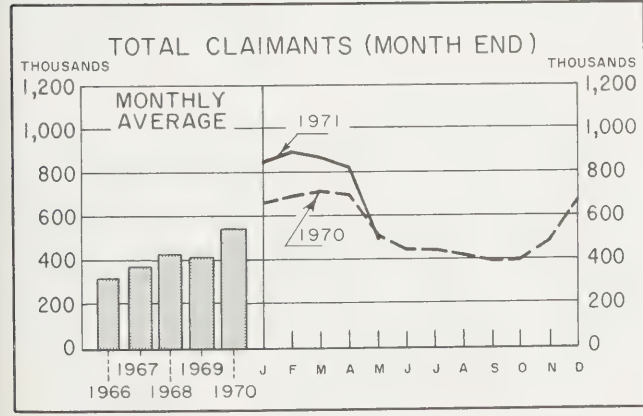
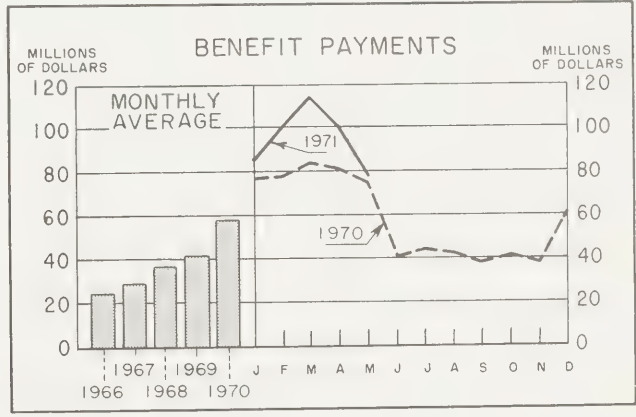
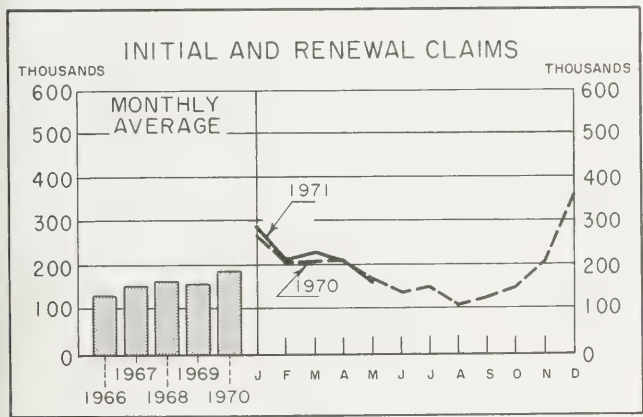
provinces ranging from 3 per cent to 36 per cent. The year-to-year comparison revealed that male claimants were 9 per cent fewer while females climbed by 14 per cent. Due to the termination of seasonal benefits in mid-May, the month-end claimant comparison for April and May 1971 is not valid.

The average number of beneficiaries per week was estimated at 550,000, 21 per cent less than the 692,000 estimate for the previous month and 4 per cent greater than the 530,000 figure for May 1970. **Benefit payments and average weekly benefits amounted to \$78 million (\$35.26), \$100 million (\$36.14) and \$74 million (\$35.13), respectively.** The Supplementary Unemployment Insurance Benefit of 10 per cent, effective January 3, 1971, is not included in the benefit payment figures.

Summary Table

Activity	Cumulative Data				
	May 1971	April 1971	May 1970	January to May 1971	12 months ending May 1971
(in thousands)					
Insured population at end of month	—	5,916	5,607	—	—
Initial and renewal claims filed:					
Total	155	209	166†	1,080	2,296
Initial	126	166	126	855	1,738
Renewal	29	43	41	225	558
Claimants currently reporting to local offices	496**	819	505**	781*	595*
Beneficiaries (weekly average)	550	692	530	633*	426*
Weeks compensated	2,199	2,767	2,118	13,295	21,915
Benefit paid	77,541††	100,005††	74,396	478,489††	780,154††
Average weekly benefit	\$35.26††	\$36.14††	\$35.13	\$35.99††	\$35.60††

*Monthly average.
**Seasonal Benefit is not payable in respect of unemployment occurring after mid-May, hence in total, April and May are not comparable.
†Discrepancy between totals and subtotals due to rounding.
††Supplementary Unemployment Insurance Benefits are not included.



General topics

Employment review

Estimates (not adjusted for seasonality) showed total employment in June to be 8,308,000, an above-average May-June increase of 224,000. Most of this increase was accounted for by the number of young persons entering the labour force at the end of the school year. At 551,000, there was little change from the previous month in the number of unemployed persons. The labour force, at 8,859,000, showed an above-average increase of 232,000 since May. The seasonally adjusted rate of unemployment advanced to 6.4 per cent from 6.3 per cent in May; the unadjusted unemployment rate dropped to 6.2 from 6.3. Compared with June 1970, the labour force increased 182,000, or 2.1 per cent, and employment by 160,000, or 2.0 per cent. The number of unemployed persons rose by 22,000 over the year.

Employment

Among various industries, increases between May and June were above average in community, business and personal service 52,000, manufacturing 43,000, construction 40,000, and public administration 34,000. Employment increases in forestry 14,000, and transportation, communication and other utilities 11,000, were below average. The increase in trade 28,000, was about average. Of the 224,000 increase in employment since May, 175,000 was among 14-24 year olds, as students entered the labour market. For persons 25 years of age and over, employment expansion was about average. All regions shared in the May-June employment gain. The increases in the Atlantic region, Ontario and

British Columbia, were well above average. In the Prairie region the advance was moderate, and in Québec it was a little less than in the last few years.

Seasonally adjusted employment

The seasonally adjusted level of national employment increased to 8,049,000 from 8,025,000. It rose in all regions except Québec. The rise in British Columbia was particularly marked and occurred mainly among young persons. All of the increase in seasonally adjusted employment in Canada was among part-time workers.

Unemployment

With a below-average increase of 43,000 in the number of unemployed persons between the ages of 14 and 24 and a below-average decrease of 35,000 among those 25 and over, the overall unemployment level showed little change since May. The reduction in unemployment among persons 25 and over was entirely among men. Usually there is also a decline in unemployment of women in this age group. Compared with a year ago,

there were 22,000 more unemployed in June. Of these, 17,000 were teenagers, 14-19 years old. Regionally, there was a large yearly increase in the numbers unemployed in Ontario 36,000, and a large decrease in British Columbia 21,000. Changes in other regions were minor.

Seasonally adjusted unemployment rate

After dropping to 6.3 per cent in May, the seasonally adjusted unemployment rate rose to 6.4 per cent in June. This increase was among persons 25 years and over—the rate for the 14-24 year olds declined. Increases in the seasonally adjusted unemployment rates in the Atlantic region, Quebec and British Columbia, were almost offset by the decline in Ontario and a smaller reduction in the Prairies.

U.S. employment

Unemployment in July was 5,300,000 compared with 5,500,000 in June. The seasonally adjusted rate of unemployment was 5.8 per cent compared with 5.6 per cent in the previous month. In July the actual rate of unemployment was 6.2 per cent compared with 6.5 per cent. The civilian labour force was 86,011,000.

Unemployment insurance fund

During June, 1971, 17,873 investigations were finalized across Canada. Of these 11,351 were onpremise investigations and 1,755 were selective investigations to verify the fulfilment of statutory conditions. The remaining 931 formal investigations and 3,836 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,799. Prosecutions were commenced in 101 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in June totalled \$51,835,158.64 compared with \$50,006,422.07 in May and \$54,341,901.91 in June 1970. **Benefits paid in June totalled \$49,199,842.42 compared with \$77,541,495.01 in May and \$40,509,358.06 in June 1971.** The balance in the fund on June 30, 1971 was \$247,128,431.54 compared with \$244,493,115.32 in May and \$407,931,169.03 in June 1970.

October credits

Unemployment insurance report, p. 686, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 690, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 692, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 663, 664, 666, 676, 679, 681. The Public Archives of Canada: p. 658, 660. L. Bianco, Geneva: p. 672; ILO: p. 674, 675; CN Photo: p. 694, 696.

Certification

The Canada Labour Relations Board met for two days during July. It granted six applications for certification, rejected four, and permitted the withdrawal of two. During the month, the Board received fourteen applications for certification.

Applications for certification granted

Le Syndicat des Travailleurs Forestiers de l'U.C.C. de Gaspé on behalf of a unit of longshoremen employed by Consolidated Bathurst Limited, (Chaleurs Division) New-Richmond, Qué. (LG, March, p. 193, April, p. 266, June, p. 398).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of P & D drivers and dockmen employed by Reimer Express (Pacific) Ltd., Burnaby, B.C. (LG, June, p. 399).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and warehousemen employed by Hill Security Ltd., North Vancouver, B.C. (LG, July, p. 476).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of maintenance employees and labourers employed by Lakehead Track Installations Ltd., Thunder Bay, Ont. (LG, Aug., p. 549).

National Association of Broadcast Employees and Technicians on behalf of a unit of technicians and operators employed by Ottawa-Cornwall Broadcasting Limited, Ottawa, Ont. (LG, Aug., p. 550).

International Association of Machinists and Aerospace Workers on behalf of a unit of stewards, agents and clerks employed by British Overseas Airways Corporation, in Metropolitan Toronto and at Toronto International Airport.

Applications for certification rejected

International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 574, applicant, Consolidated Bathurst Limited, (Chaleur Division) New-Richmond, Qué., respondent, and Le Syndicat des Travailleurs Forestiers de l'U.C.C. de Gaspé, intervenor. (LG, March, p. 193, April, p. 266, June, p. 398). The application was rejected because it was not supported by a majority of the employees in a representation vote conducted by the Board.

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Voyageur (1969) Inc., Montreal, Qué., respondent (telephone operators), and Le Syndicat des employés de terminus du Transport Voyageur (CSN), intervenor. (LG, June, p. 398, Aug., p. 549). The application was rejected because, in the light of the evidence adduced at the hearing, the unit of employees proposed by the applicant is not appropriate for collective bargaining.

International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local 848, Sydney and Glace Bay, N.S., applicant, and Cape Breton Broadcasters Limited (CJCB-TV), Sydney, N.S., respondent, (LG, Aug., p. 550). The application was rejected because the unit of employees proposed by the applicant is not appropriate for collective bargaining.

Canadian Brotherhood of Railway, Transport and General Workers, applicant, Reimer Express Lines Ltd., Winnipeg, Man., respondent, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervenor. The application was rejected because it has been abandoned by the applicant.

Request for review under Section 61(2)

The Board entertained a request from Meyers Transport Ltd., Campbellford, Ont., to reconsider its grant of permission to the General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, to withdraw an application for certification of a group of maintenance employees, drivers and dockmen employed by the said company, on the understanding that the application for reconsideration would be determined upon consideration of the written submissions of the interested parties.

Applications for certification received

Labourers Protective Union, Local No. 9568, on behalf of a unit of employees of Charlottetown Steamship Company Ltd., Charlottetown, P.E.I. (Investigating Officer: C. A. Ogden).

Labourers Protective Union, Local No. 9568, on behalf of a unit of employees of Co-Operative Transport Maritime Aerien, Grindstone, Magdalen Island, Que. (Investigating Officer: C. A. Ogden).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of T.I.M.E. D.C. Inc., Burnaby, B.C. (Investigating Officer: G. W. Rogers).

Le Syndicat National des Employés de l'Aluminium de Baie Comeau on behalf of a unit of employees of La Société Canadienne des Métaux Reynolds Ltée, Baie Comeau, Qué. (Investigating Officer: M. Archambault).

Beverage Dispensers and Culinary Workers Union Local 835, Hotel and Restaurant Employees and Bartenders International Union on behalf of a unit of cooks and kitchen employees of Pacific Western Airlines Ltd., Vancouver International Airport, B.C. (Investigating Officer: G. W. Rogers).

International Longshoremen's Association, Local 1845, on behalf of a unit of employees of Canada Steamship Lines Limited, Montreal, Qué., employed at Port of Montreal and Valleyfield, Qué., (Investigating Officer: M. Archambault).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Bekins Moving & Storage Ltd., Vancouver, B.C. (Investigating Officer: D. H. Cameron).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Commercial Truck Ltd., New Westminster, B.C. (Investigating Officer: A. A. Franklin).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Arrow Transfer Ltd., North Vancouver, B.C. (Investigating Officer: A. A. Franklin).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Soo-Security Motorways Ltd., Burnaby, B.C. (Investigating Officer: G. W. Rogers).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Doman-Marpole Transport Ltd., Vancouver, B.C. (Investigating Officer: D. H. Cameron).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of O.N.C. Motor Freight System, Burnaby, B.C. (Investigating Officer: G. W. Rogers).

International Association of Machinists and Aerospace Workers on behalf of a unit of maintenance and service employees of Wardair Canada Ltd., Edmonton, Alta., employed by the Company in Canada (Investigating Officer: G. W. Rogers).

Conciliation

During July the Minister of Labour appointed conciliation officers to deal with the following disputes:

Canadian Marconi Company, Montréal, Qué., and Salaried Employees' Association (Marconi) (representing employees of Special Services Division, Field Service Group) (Conciliation Officer: G. R. Doucet).

The Pelee Shipping Company Limited, St. Thomas, Ont., and Seafarers' International Union of Canada (Conciliation Officer: H. A. Fisher).

Bell Canada, Montréal, Qué., and Traffic Employees' Association (Conciliation Officer: G. R. Doucet).

Provost Cartage Inc., Ville d'Anjou, Qué., and Association of Employees of Provost Cartage Inc. (Conciliation Officer: M. Archambault).

Scandia Trucking Ltd., Edmonton, Alta., and General Teamsters, Local Union No. 362 (Conciliation Officer: D. H. Cameron).

Voyageur (1969) Inc., Montréal, Qué., and transport Drivers, Warehousemen and Helpers Union, Local 106 (Conciliation Officer: R. G. Dorion).

National Harbours Board, Port of Montréal, and le Syndicat National des Employés du Port de Montréal (CSN) (cold storage warehouse and refrigeration engineers) (Conciliation Officer: M. Archambault).

National Harbours Board, Port of Vancouver, and Vancouver Harbour Employees' Association, Local 517, I.L.W.U. (Conciliation Officer: D. H. Cameron).

Atomic Energy of Canada Limited, Chalk River, and Local 404, Office and Professional Employees International Union (Conciliation Officer: T. B. McRae).

Settlements by conciliation officers

Air Canada, Montréal, Qué., and Canadian Air Line Flight Attendants Association (Conciliation Officer: R. N. Gray) (LG, Aug., p. 545).

The Pembroke Electric Light Company Limited, Pembroke, Ont., and International Brotherhood of Electrical Workers, Local 1905 (Conciliation Officer: H. A. Fisher) (LG, Aug., p. 546).

Omstead Refrigerated Transportation Limited, Wheatley, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Conciliation Officer: H. A. Fisher) (LG, Aug., p. 546).

Conciliation boards appointed

Canadian Broadcasting Corporation, and National Association of Broadcast Employees and Technicians (LG, Sept., p. 627).

Northern Industrial Carriers Limited, Edmonton, Alta., and General Teamsters, Local 362, and General Truck Drivers and Helpers, Local Union No. 31 (LG, Sept., p. 627).

Motor Transport Industrial Relations Bureau of Ontario (Inc.), Rexdale, Ont., (representing various trucking companies) and Teamster Local Unions 91, 141, 879, 880 and 938 (representing drivers and maintenance employees) (LG, Sept., p. 627).

Canadian Broadcasting Corporation, and Service Employees International Union, Locals 183, Ottawa and 204, Toronto (LG, Sept., p. 627).

Canadian Pacific Railway Company (British Columbia Lake & River Service) and Canadian Brotherhood of Railway, Transport and General Workers (LG, Aug., p. 546).

Radio Lac St-Jean Ltée (CFGT), Alma, Qué., and National Association of Broadcast Employees and Technicians (LG, Aug., p. 546).

Canadian Pacific Railway Company (British Columbia Lake & River Service) and Canadian Merchant Service Guild (LG, Aug., p. 546).

La Compagnie de Radiodiffusion CKCH de Hull Limitée, Hull, Qué., and National Association of Broadcast Employees and Technicians (LG, June, p. 394).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established to deal with a dispute between CFRA Limited, Ottawa, Ont., and Association of Canadian Television and Radio Artists (ACTRA) (LG, Sept., p. 628) was fully constituted with the appointment of Cleve Kidd of Toronto as chairman. Mr. Kidd was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Warren K. Winkler, and union nominee L. C. Arnold, both of Toronto.

The Board of Conciliation and Investigation established to deal with a dispute between Charterways Co. Limited, Windsor, Ont., (formerly known as Skinner School Bus Lines (St. Thomas) Limited) and Amalgamated Transit Union, Division 1415 (LG, Aug., p. 547) was fully constituted with the appointment of Thomas C. O'Connor of Toronto as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Frederick William Murray, Don Mills, and union nominee David Jewhurst, Windsor.

The Board of Conciliation and Investigation established to deal with a dispute between Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Pilots Association (LG, Aug., p. 547) was fully constituted with the appointment of Dr. Noel A. Hall of Vancouver as chairman. Dr. Hall was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee David Edward Hewitt, Burnaby, B.C., and union nominee John Lesley Fryer, Delta, B.C.

Conciliation board report received

Brunterm Limited, Saint John, N.B., and International Longshoremen's Association, Local 273 (LG, Sept., p. 628). (Full text appears in Supplement No. 6, 1971).

Strike action

Canadian National Hotels Limited (Hotel Nova Scotian) Halifax, N.S., and Hotel and Restaurant Employees and Bartenders International Union, Local 662 (LG, Sept., p. 629) (strike commenced July 6 and terminated July 9 with mediation assistance of R. L. Kerwin). (Full text appears in Supplement No. 5, 1971).

Transport Desgagnés Inc., Charlevoix, Qué., and Seafarers' International Union of Canada (LG, Sept., p. 629) (strike commenced July 5 and terminated July 20 with mediation assistance of R. G. Dorion).

Air Canada, Montréal, Qué., and International Association of Machinists and Aerospace Workers, District Lodge 148 (LG, Sept., p. 629) (two rotating strikes of 24 hours duration were held during the period July 13 and July 22 when agreement was reached with the mediation assistance of Bernard Wilson, W. P. Kelly and R. Nat Gray).

Strike terminated

Defence Construction (1951) Limited (employees at Nanaimo, B.C. and Courcellette, Qué.) and Public Service Alliance of Canada (LG, Sept., p. 629) (strike terminated July 14 with the mediation assistance of A. R. Gibbons).

Railway arbitration



Seven disputes were dealt with by the Canadian Railway Office of Arbitration on June 8, 1971. Three grievances were dismissed and four were allowed.

Case No. 288. A dispute between the CN and the Brotherhood of Maintenance of Way Employees over the assignment of work on an unassigned day.

The union alleged that the company had violated the collective agreement when it assigned section forces to cut rail ends on a Saturday instead of reserving the

work for qualified welders. The union's interpretation was that the job should have been done by a regular employee and only welders could be considered regular employees for this work. The arbitrator, however, agreed with the company's position that cutting rail ends was not exclusively a function of the welders but could in some circumstances be done by others. In this particular case it had not been established that a welder was the only employee who could be considered the "regular employee." He therefore dismissed the grievance.

Case No. 289. A dispute between CP Rail and the United Transportation Union over whether notice of discontinuance of certain trains had to be given to the union.

When the railway discontinued 10 trains the union contended it had violated the agreement in not giving the union notice, because the discontinuance of the trains had definitely effected a material change in working conditions that had, in turn, adversely affected the employees. By the collective agreement, any more resulting in such adverse effects could not be made without advance notice to the union. The company, however, claimed exemption because the cancellations had been the result of "a decline in business activity, fluctuations in traffic . . . or other normal changes inherent in the nature of the work." The arbitrator noted that much of the decline had occurred "after the company had altered the schedules of the trains in such a way as to make them, perhaps, less desirable to the travelling public." In his view the cancellations were not a normal change within the meaning of the agreement and notice ought to have been given. He allowed the grievance.

Case No. 290. A dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over the dismissal of three employees without an investigation.

After completing their normal shift, three employees of the Master Control Office . . . had someone phone to report that they were ill. When the Supervisor phoned to find out the cause of absence he was unable to reach them. Registered letters were then sent to the men's homes to advise them that if they did not furnish proof of illness or return to work within 10 days, they would be considered to have resigned. They did not reply and were "staffed out of service." The union claimed this was in violation of the agreement, which forbade discharge without an investigation. During the hearing, it was first established that the grievors had not received the warning letters. Because they were unaware of the proceedings against them, and because the action leading to their separation had not been initiated by them but by the company, the arbitrator rejected the argument that the men had resigned. He noted that the company had failed to follow the procedure set out in the collective agreement. Therefore, because the three men had been deprived of the opportunity to have their cases heard, the arbitrator nullified the discharge and ordered benefits and with no loss of wages. The arbitrator did note that the grievors appeared to have been guilty of "rather flagrant misconduct" but that this had not been the issue in this case.

Case No. 291. A dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a warehouseman's claim for pay for work on an unassigned day that was assigned to a junior employee.

Work that had to be done on a Sunday was assigned to a regular warehouseman who was junior to another regular warehouseman, who claimed overtime pay at double time because the company must offer work to employee in order of seniority.

The arbitrator stated that he could not stipulate that the company must in all cases follow the order of seniority, as to do so would, in effect, add a new provision to the collective agreement. In the case at hand, he noted that the more senior man had been given an equal opportunity for overtime work a few weeks after the disputed incident and that there had been no evidence of discrimination. The grievance was therefore dismissed.

Case No. 292. A dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the claim of 16 employees that overtime work had been improperly assigned to junior employees.

As in Case 291 the Arbitrator could not rule that the order of seniority must be followed in assigning work on unassigned days to one of a number of regular employees, nor could he find any instance of discrimination. The grievance was therefore dismissed.

Case No. 293. A dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over an appealed promotion.

The employee had been denied the position of cheque processor because of his refusal to undergo a skills test. Under the collective agreement, promotion was to be governed by a combination of seniority and ability, and ability was to be determined first by an assessment by a company official and then a probationary period of 30 days. The grievor, who had 18 years experience in duties similar to those of the new position, had refused

to take a basic skills test because he felt it was demeaning. The arbitrator noted that the company had the right to ask for such a test and that the man had been wrong to refuse to take it. Nonetheless, the issue was not whether or not the grievor succeeded at the test, said the arbitrator, but whether there appeared to be a reasonable likelihood of his qualifying for the position. The grievor did have the apparent qualifications, and being the senior applicant, was entitled to the trial period provided for in the collective agreement. But, because of his refusal to follow the procedure required by the company, he was not entitled to any compensation if it is determined, after the trial period, that he is qualified for the job.

Case No. 294. A dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the dismissal of a warehouseman.

A warehouseman whose record was free of demerits on September 1 was dismissed on September 10 because he had accumulated more than 60 demerit marks for failing to report for overtime work prior to the start of his regular shift on September 2, 8, 9 and 10. The penalty assessed on each occasion was double that of the time before. The union contended that the demerit marks were unfairly assessed and requested that the warehouseman be returned to service with full seniority and compensation for all time lost. The company contended that his dismissal was fully warranted and declined to reinstate him.

The arbitrator, pointing out that the collective agreement does not require an investigation prior to the imposition of discipline but simply that no employee will be dismissed without just cause, stated that the issue before him was simply whether the grievor was discharged for just cause. The grievor, the arbitrator said, was quite properly assessed five demerits for failure to report on September 2 and for his offences on September 8, 9 and 10, he was properly subject to discipline, and, in the arbitrator's view, it was quite proper to increase the discipline progressively as his offences continued. "It appears, however, that the grievor was not given notice of the discipline imposed except on the first, and again on the final occasion. It was not, in fact, unmistakably brought home to him by September 9 that one further violation would make him subject to discharge." It was true that the grievor was properly subject to discipline in each case but where he has not been advised of the extent of the discipline "the effectiveness of progressively increasing penalties is obviously lost." The grievor did not know that he had been disciplined more

than once until September 10, when he was told that he had been disciplined four times. "Disciplinary procedures of which the employee is not advised can scarcely be called disciplinary procedures at all."

The company had not, he continued, followed an orderly system of progressive discipline, since it failed to advise him on each occasion, and discharge had been excessive penalty for events that really formed part of a single protracted incident and the company did not have just cause to discharge the grievor. He therefore ordered the grievor reinstated, without loss of seniority, with compensation of earnings only from December 10, thereby actually imposing a three-month suspension. He was also to carry 30 demerit points on his record.



Decisions of the umpire

CUB 2989. The claimant applied for unemployment insurance benefits on September 27, 1969, stating that he had worked from September 22, 1965 to July 4, 1969 inclusive, when he was laid off because of a lack of work. He requested that his claim be antedated to July 6, stating that there had been a meeting on April 28 with the company, union and Unemployment Insurance Commission representatives, and this is why he had not filed his application earlier.

"At that time it was agreed that the general continuous holiday would be from July 13 to 26, 1969," he said. "During the week of June 29 to July 6, 1969, my foreman verbally advised me that I would be on vacation during the weeks of July 6 to 13, and July 13 to 20. Therefore, unless there was some change in plans accepted by the company, the union and the Unemployment Insurance Commission, the agreement . . . was still valid and legally binding during the period from July 13 to 20, 1969. Consequently, between July 6 and 13, 1969, I was not on vacation but was actually 'laid off' by the company."

The claimant and 35 other employees were laid off on July 4 and were told by their foreman that they were on vacation for the next two weeks and were to return to work on July 21. The claimants believed that the week beginning July 6 was a layoff week and that only the week beginning July 13 was a vacation week since the general holiday period recognized by the employer was from July 13 to 26. The claimants' main concern was to establish their right to benefit for the week beginning July 6.

When the insurance officer notified the claimant that he was not entitled to have his claim antedated to July 6 because he had failed to prove that he had a good reason for delaying his claim, the claimant appealed to the Board of Referees, who heard the case on January 28.

At the time of this hearing the union reminded the Board that under rules of the Québec Minimum Wage Commission, an employer must notify his employees of their annual vacation period at least 16 days in ad-

vance. The company had not complied with that regulation. No form was signed by the claimant to the effect that he had requested or agreed that the date of his vacation be changed.

Union representatives attempted to show that the claimant had been laid off and not on vacation for the period from July 6 to 13, but the Board pointed out that the claimant had in fact received his normal vacation pay from his employer for that period. Furthermore, **the claimant had not filed his claim for benefit before September 27 and the majority of the board concluded that he had failed to prove that he had fulfilled all the conditions of entitlement to benefit and dismissed the appeal.** One dissenting Board member felt there was some confusion as to whether July 6 to 13 was a layoff or vacation period.

The union then appealed to the Umpire saying that the Board had not sufficiently understood the application to antedate. They requested also that, in view of the complexity of the Supplemental Agreement respecting the 1968 Supplemental Unemployment Benefit Plan signed by the company and the union and approved by the Commission, all facts concerning the collective agreement and minimum wage legislation be thoroughly studied and a decision rendered. After a careful study the commission upheld the decision made by the Board.

When the Deputy Umpire heard the case, he agreed with the union that the company had not strictly complied with the terms of the collective agreement in asking the claimant and the others involved in this situation to take their vacation one week earlier. But he felt that this had no bearing on the case.

"From the overall circumstances related to this case, and specially from the payment of wages for two weeks' vacation," the Deputy Umpire said, "it is clearly evident that during the period in question the company considered the claimant to be on vacation and the claimant himself believed that. The only issue here is the application of the Unemployment Insurance Act and its regulations . . . The claimant did not submit his application to have his claim antedated until September 27, 1969 . . . If only a delay in filing a claim were involved here, I would be most sympathetic towards the claimant and the other persons in the same situation . . . (but) **it is clear that section 150 of the regulations does not permit a claim to be antedated when all the conditions of entitlement to benefit are not fulfilled. The insurance officer was therefore fully justified in rendering his decision.**" **The majority decision of the Board of Referees was therefore upheld and the appeal dismissed.** The decision also applied to the other employees who were in the same position.

Publications in the library

List No. 271

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

Business

■ **No. 1—Conference Board.** Corporate organization for pollution control [by Richard A. Hopkinson. New York, c1970.] 72 p.

■ **No. 2—Conference Board.** Integrating foreign subsidiaries into host countries [by James R. Basche, Jr. New York, 1970] 50 p.

■ **No. 3—Conference Board.** Qualified stock options for executives [by Harland Fox. New York, 1970] 48 p.

■ **No. 4—Morin, Desmond B., ed.** Acquisitions and mergers in Canada, edited by Desmond B. Morin [and] Warren Chippindale. Toronto, Methuen [c1970] xiv, 382 p.

■ **No. 5—Sanzo, Richard.** Ratio analysis for small business. 3d ed. Washington, GPO, 1970. 65 p.

Disadvantaged

■ **No. 6—Levine, Robert Arthur.** The poor ye need not have with you; lessons from the War on Poverty. Cambridge, M.I.T. Press, 1970. viii, 262 p.

■ **No. 7—Macarov, David.** Incentives to work. [1st ed.] San Francisco, Jossey-Bass, 1970. xiv, 253 p.

■ **No. 8—Reubens, Beatrice G.** The hard-to-employ: European programs. Foreword by Eli Ginzberg. New York, Columbia University Press, 1970. xxii, 420 p.

Hours of labour

■ **No. 9—Poor, Riva, comp.** 4 days, 40 hours; reporting a revolution in work and leisure. Foreword by Paul A. Samuelson. Cambridge, Mass., Bursk and Poor Publishing, 1970. 175 p.

Industrial relations

■ **No. 10—Clegg, Ian.** Industrial democracy. London, Sydney, Sheed & Ward, [1968, c1969]. 61 p.

■ **No. 11—Emerging sectors of collective bargaining.** Seymour L. Wolfbein (ed.) Braintree, Mass., D. H. Mark Pub. Co., 1970. viii, 260 p.

■ **No. 12—Tabb, Jay Yanai.** Workers' participation in management; expectations and experience, by J. Yanai Tabb and Amira Goldfarb. [1st ed.] Oxford, New York, Pergamon Press, 1970. xv, 302 p.

■ **No. 13—Updegraff, Clarence Milton.** Arbitration and labor relations. 3d ed. Washington, Bureau of National Affairs, 1970. xxiv, 454 p.

Labour organization

■ **No. 14—Barrow, Logie.** A short history of the British labour movement. London, Sydney, Sheed & Ward, 1969. vii, 56 p.

■ **No. 15—Cohen, Sanford.** Labor in the United States. 3rd ed. Columbus, Ohio, Charles E. Merrill Pub. Co., c1970. xii, 660 p.

■ **No. 16—Oram, Robert Bruce.** The docker's tragedy. London, Hutchinson, 1970. xi, 196 p.

Management

■ **No. 17—Edwards, George A., ed.** Exploring the frontiers of administration: six essays for senior managers. Toronto, York University, Faculty of Administrative Studies, Bureau of Research, c1970. 97 p. Contains edited versions of six lectures delivered as part of the 1969 Distinguished Lectures in Administration at York University. Contents: U.S. enterprise and the Canadian economy, by Raymond Vernon. Human resource management, by R. Lee Brummet. Social cost and public policy, by Ronald H. Coase. Management and the generation gap, by Murray G. Ross [and others]. The failure of intelligence: the uses and abuses of experts, by Harold L. Wilensky. The changing dimension of financial administration, by James C. Van Horne.

Manpower policy

■ **No. 18—Industrial Relations Counselors, inc.** Manpower and planning; papers presented at the IRC Symposium held at Morristown, New Jersey, September 25-27, 1968. New York, 1970. 171 p.

■ **No. 19—U.S. Department of Labor.** U.S. manpower in the 1970s; opportunity & challenge. Washington, GPO, 1970. [27] p.

■ **No. 20—U.S. Department of Labor. Manpower Administration.** Employer manpower planning and forecasting. Washington, GPO, 1970. 38 p.

Women

■ **No. 21—Regional Trade Union Seminar on the Employment of Women, Paris, 1968.** Employment of women; regional trade union seminar, Paris, 26th-29th November 1968; final report. Paris OECD, 1970. 385 p.

■ **No. 22—U.S. Congress Senate. Committee on the Judiciary.** Equal rights 1970. Hearings, Ninety-first Congress, second session, on S. J. Res. 61 and S. J. Res. 231, proposing an amendment to the Constitution of the United States relative to equal rights for men and women. Washington, GPO, 1970. v, 433 p.

■ **No. 23—U.S. President's Task Force on Women's Rights and Responsibilities.** A matter of simple justice; the report of the President's Task Force on Women's Rights and Responsibilities. Washington, GPO, 1970. ix, 33 p. Virginia R. Allan, chairman.

Miscellaneous

■ **No. 24—Adler-Karlsson, Gunnar.** Reclaiming the Canadian economy; a Swedish approach through functional socialism. With an introduction by Abraham Rotstein. Toronto, Anansi, 1970. xx, 98 p. First published in Sweden in 1969 under the title Functional socialism: a Swedish theory for democratic socialization.

■ **No. 25—Great Britain. Departmental Committee on the Fire Service.** Report. London HMSO, 1970. x, 228 p. At head of title: Home Office and Scottish Home and Health Department. Chairman: Sir Ronald Holroyd.

■ **No. 26—Metzger, Bertram L.** Investment practices, performance, and management of profit sharing trust funds; a study in depth of actual holdings and results, with certain comparative pension data. Evanston, Ill., Profit-Sharing Research Foundation, 1969. xx, 620 p.

■ **No. 27—Wall, Joseph Frazier.** Andrew Carnegie. New York, Oxford University Press, 1970. xi, 1137 p.

■ **No. 28—Working Party on Large Industrial Construction Sites.** Large industrial sites; report. London, HMSO, 1970. x, 139 p.

Statistics Section

Labour Statistics

Labour Statistics			Percentage Change From	
Principal Items	Date	Amount	Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended July 24, 1971				
Employed.....	July	9,068	+ 2.4	+ 2.8
Agriculture.....	July	8,554	+ 3.0	+ 3.0
Non-agriculture.....	July	612	+ 12.5	- 1.1
Paid workers.....	July	7,942	+ 2.3	+ 3.4
At work 35 hours or more.....	July	7,410	+ 2.8	+ 3.2
At work less than 35 hours.....	July	5,711	- 15.1	- 1.0
Employed but not at work.....	July	1,031	- 17.8	- 11.7
Unemployed.....	July	1,812	+ 461.0	+ 32.6
Atlantic.....	July	514	- 6.7	- 0.8
Québec.....	July	51	+ 8.5	+ 6.2
Ontario.....	July	184	- 3.7	—
Prairie.....	July	159	- 18.0	- 3.9
British Columbia.....	July	61	+ 15.1	+ 7.0
		59	- 10.6	- 22.4
Without work and seeking work.....	July	487	- 9.0	- 0.6
On temporary layoff up to 30 days.....	July	27	+ 68.8	—
INDUSTRIAL EMPLOYMENT (1961 = 100)†.....				
Manufacturing employment (1961 = 100)†.....	May	128.7	+ 3.0	+ 2.8
	May	123.7	+ 1.6	+ 0.7
IMMIGRATION.....				
Destined to the labour force.....	1st 6 mos. 1971	591.77	—	- 16.5
	1st 6 mos. 1971	319.17	—	- 18.5
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	July	108	- 14.3	- 18.2
No. of workers involved.....	July	40,055	- 9.4	- 50.5
Duration in man days.....	July	360,080	+ 23.3	- 57.3
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†.....	May	134.17	+ 0.4	+ 6.4
Average hourly earnings (mfg.)†.....	May	3.27	+ 0.9	+ 1.6
Average weekly hours paid †.....	May	39.4	- 0.8	+ 0.8
Average weekly wages (mfg.)†.....	May	128.83	+ 0.2	+ 0.3
Consumer price index (1961 = 100).....	June	133.0	+ 0.2	+ 2.4
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡....	May	130.1	- 0.1	+ 5.1
Total labour income (Millions of dollars)†.....	May	3,973.0	—	—
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100).....	June	175.4	+ 0.5	+ 1.4
Manufacturing.....	June	171.9	+ 0.4	+ 0.7
Durables.....	June	193.2	+ 0.2	+ 0.4
Non-durables.....	June	155.1	+ 0.6	+ 1.8
NEW RESIDENTIAL CONSTRUCTION**				
Starts.....	June	18,248	+ 20.2	+ 57.5
Completions.....	June	10,824	- 23.0	+ 33.5
Under construction.....	June	131,084	+ 5.7	+ 33.0

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

E-1 to E-4—Unemployment Insurance

F-2—Prices

G-1 to G-4—Strikes and Lockouts

There will be no C or F-1 tables this month. Information for these tables was not available at press time. They will reappear in future issues as the information becomes available from the source.

A—Labour Force

Table A-1—Regional Distribution, Week Ended July 24, 1971

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
(in thousands)						
THE LABOUR FORCE.....	9,068	732	2,519	3,387	1,480	950
Men.....	6,137	510	1,719	2,250	1,012	646
Women.....	2,931	222	800	1,137	468	304
14-19 years.....	1,258	118	337	444	229	131
20-24 years.....	1,452	153	438	491	233	137
25-44 years.....	3,658	247	1,048	1,418	541	403
45-64 years.....	2,511	199	653	960	435	264
65 years and over.....	189	16	42	74	41	16
EMPLOYED.....	8,554	681	2,335	3,228	1,419	891
Men.....	5,769	470	1,581	2,136	973	609
Women.....	2,785	211	754	1,092	446	282
Agriculture.....	612	29	128	160	255	40
Non-agriculture.....	7,942	653	2,207	3,068	1,164	850
Paid Workers.....	7,410	601	2,050	2,882	1,095	782
Men.....	4,861	405	1,371	1,861	700	525
Women.....	2,549	196	679	1,021	396	257
UNEMPLOYED.....	514	51	184	159	61	59
Men.....	368	40	138	114	39	37
Women.....	146	11	46	45	22	22
PERSONS NOT IN LABOUR FORCE.....	6,340	674	1,847	2,192	980	647
Men.....	1,495	186	431	503	226	149
Women.....	4,845	488	1,416	1,689	754	498

*Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended July 24, 1971

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	15,408	2,552	4,280	1,313	4,435	1,217	1,611
LABOUR FORCE.....	9,068	1,258	4,097	1,159	1,515	849	189
Employed.....	8,554	1,073	3,961	1,051	1,477	810	181
Unemployed.....	514	184	136	108	38	39	**
NOT IN LABOUR FORCE.....	6,340	1,295	183	154	2,919	368	1,421
PARTICIPATION RATE†							
1971—July 24.....	58.9	49.3	95.7	88.3	34.2	69.8	11.7
June 19.....	57.6	40.1	95.8	87.3	35.0	70.4	12.5
UNEMPLOYMENT RATE‡							
1971—July 24.....	5.7	14.6	3.3	9.3	2.5	4.6	**
June 19.....	6.2	19.3	3.7	10.2	2.4	5.1	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

† The labour force as a percentage of the population of 14 years of age and over.

‡ The unemployed as a percentage of the labour force.

**Less than 10,000 unemployed.

Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended July 24, 1971

	July 1971	June 1971	July 1970
(in thousands)			
TOTAL UNEMPLOYED.....	514	551	518
On temporary layoff up to 30 days.....	27	16	27
Without work and seeking work.....	487	535	490
Seeking:			
Full-time work.....	453	498	442
Part-time work.....	34	37	48
Under 1 month.....	112	173	128
1-3 months.....	183	155	205
4-6 months.....	72	87	69
More than 6 months.....	120	119	88

Source: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry††

Year and Month	Monthly Totals								Totals††
	Mining	Manu- facturing	Transportation Communi- cation and Public Utilities**	Forestry	Con- struction	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
(millions of dollars)									
1966—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1970—Total.....	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	47,043
1970—June.....	94.7	1,013.9	415.5	38.2	296.3	507.2	1,381.2	207.9	3,994.8
July.....	95.6	990.2	420.6	42.9	298.3	501.3	1,381.1	208.8	3,992.4
August.....	96.8	1,010.3	424.6	44.6	328.1	494.3	1,382.6	209.1	4,043.2
September.....	95.8	1,011.1	425.0	45.8	333.7	503.8	1,394.9	205.4	4,060.6
October.....	97.0	1,006.5	427.6	45.6	332.5	510.5	1,409.7	205.4	4,063.1
November.....	96.6	999.6	436.9	42.1	307.0	519.8	1,420.2	213.4	4,064.3
December.....	95.3	982.6	425.5	32.8	253.3	528.1	1,433.6	194.8	3,970.6
1971—January.....	96.5	996.6	411.9	32.6	243.4	502.0	1,425.0	184.4	3,913.7
February.....	95.9	1,015.7	410.6	33.1	247.7	502.3	1,438.7	224.1	3,989.2
March.....	97.2	1,023.9	418.0	28.2	255.5	509.4	1,450.6	225.9	4,032.3
April*.....	95.2	1,030.6	420.4	28.3	285.2	520.7	1,478.0	231.7	4,418.0
May†.....	99.0	1,054.8	437.0	37.6	311.2	532.2	1,548.3	242.8	4,298.2
June†.....	101.3	1,078.9	446.9	47.2	340.2	544.9	1,545.9	231.3	4,378.5
Seasonally Adjusted									
1966—Total.....	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total.....	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total.....	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total.....	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1970—Total.....	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	47,043
1970—June.....	92.9	998.9	405.8	34.1	271.2	496.3	1,361.3	201.2	3,894.6
July.....	94.1	991.0	407.6	35.5	265.1	494.0	1,383.2	201.1	3,904.3
August.....	95.8	1,000.6	408.6	36.6	283.7	494.8	1,382.1	203.5	3,939.5
September.....	96.4	989.5	413.6	36.9	289.6	503.6	1,392.1	204.6	3,959.9
October.....	97.7	993.3	422.1	38.4	298.5	507.9	1,405.3	207.4	4,004.6
November.....	96.8	993.9	432.7	37.4	293.6	510.7	1,415.4	207.0	4,021.7
December.....	96.9	1,004.2	428.3	36.2	293.7	518.6	1,435.9	208.9	4,056.4
1971—January.....	97.2	1,017.1	425.5	36.9	290.1	513.4	1,439.9	211.9	4,067.2
February.....	95.1	1,032.9	429.2	37.6	295.3	516.3	1,456.3	214.3	4,111.2
March.....	95.9	1,032.6	434.4	37.8	299.3	521.1	1,461.3	215.5	4,132.2
April*.....	97.5	1,039.8	433.1	43.4	308.9	526.0	1,491.9	217.5	4,192.3
May†.....	99.4	1,049.6	436.6	40.8	309.6	530.8	1,539.0	219.0	4,259.5
June†.....	99.5	1,064.6	436.4	38.8	311.8	533.1	1,521.2	220.4	4,260.2

* Revised. † Preliminary. ‡ Advance.

** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based on the 1960 standard industrial classification.

Note: Monthly figures may not add to annual totals because of rounding.

Source: Estimates of Labour Income (DBS Cat. No. 72-005).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 149, February 1971 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1971—April.....	5,916,000	5,097,000	819,000
March.....	5,853,000	4,996,500	856,500
February.....	5,840,000	4,952,300	887,700
January.....	5,804,000	4,959,900	844,100
1970—December....	5,717,000	5,045,200	671,800
November.....	5,626,000	5,145,500	480,500
October.....	5,584,000	5,185,300	398,700
September.....	5,609,000	5,217,900	391,100
August.....	5,667,000	5,258,300	408,700
July.....	5,617,000	5,177,600	439,400
June.....	5,672,000	5,230,100	441,900
May.....	5,607,000	5,101,600	505,400
April.....	5,719,000	5,028,300	690,700

Table E-4—Benefit Payments, by Province, May 1971

Province	Weeks Paid	Amount of Benefit Paid*
Newfoundland.....	82,692	2,875,014
Prince Edward Island.....	12,413	367,604
Nova Scotia.....	94,484	3,063,639
New Brunswick.....	95,969	3,166,432
Québec.....	687,284	24,797,154
Ontario.....	683,430	24,001,873
Manitoba.....	118,463	4,173,870
Saskatchewan.....	59,253	1,995,708
Alberta.....	123,246	4,426,156
British Columbia.....	241,599	8,674,045
Total, Canada, May 1971.....	2,198,833	77,541,495
Total, Canada, April 1971.....	2,767,469	100,004,695
Total, Canada, May 1970.....	2,118,278	74,396,461

*Supplementary Unemployment Insurance Benefits not included.

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	May 1971			May 1970		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	155,264	125,803	29,461	166,418	125,614	40,804
Newfoundland.....	4,219	3,748	471	3,697	3,197	500
Prince Edward Island.....	525	444	81	371	309	62
Nova Scotia.....	5,589	4,710	879	4,410	3,626	784
New Brunswick.....	4,599	3,968	631	4,522	3,734	788
Québec.....	47,317	38,027	9,290	50,180	38,045	12,135
Ontario.....	57,119	45,990	11,129	52,449	38,876	13,573
Manitoba.....	5,627	4,640	987	4,739	3,885	854
Saskatchewan.....	3,505	3,041	464	3,337	2,719	618
Alberta.....	8,631	6,969	1,662	7,797	6,138	1,659
British Columbia.....	18,133	14,266	3,867	34,916	25,085	9,831

* In addition, revised claims received numbered 42,044.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at May 31, 1971.

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants May 29, 1970
		1-4	5-13	14-26	27 or more*	
Canada	496,309	146,391	124,145	154,103	71,670	505,411
Male.....	318,539	97,451	82,315	100,949	37,824	349,776
Female.....	177,770	48,940	41,830	53,154	33,846	155,635
NEWFOUNDLAND	15,113	3,464	3,671	5,750	2,228	14,433
Male.....	12,305	2,846	3,108	4,672	1,679	12,273
Female.....	2,808	618	563	1,078	549	2,160
PRINCE EDWARD ISLAND	2,242	462	549	1,000	231	1,645
Male.....	1,536	323	369	735	109	1,136
Female.....	706	139	180	265	122	509
NOVA SCOTIA	19,933	4,668	4,032	7,839	3,394	15,877
Male.....	14,750	3,414	2,968	6,110	2,258	11,465
Female.....	5,183	1,254	1,064	1,729	1,136	4,412
NEW BRUNSWICK	17,431	3,733	4,319	6,222	3,157	15,446
Male.....	12,637	2,723	3,303	4,581	2,030	11,419
Female.....	4,794	1,010	1,016	1,641	1,127	4,027
QUÉBEC	147,704	41,679	39,448	45,860	20,717	161,368
Male.....	98,407	27,736	27,394	31,950	11,327	116,886
Female.....	49,297	13,943	12,054	13,910	9,390	44,482
ONTARIO	172,488	56,415	41,802	49,446	24,825	167,017
Male.....	101,253	35,794	24,949	29,024	11,486	102,270
Female.....	71,235	20,621	16,853	20,422	13,339	64,747
MANITOBA	20,293	5,060	4,991	7,540	2,702	17,282
Male.....	12,754	3,248	3,123	5,033	1,350	11,429
Female.....	7,539	1,812	1,868	2,507	1,352	5,853
SASKATCHEWAN	13,631	3,429	3,313	5,030	1,859	13,120
Male.....	9,141	2,352	2,330	3,452	1,007	9,364
Female.....	4,490	1,077	983	1,578	852	3,756
ALBERTA	31,158	9,601	8,379	9,281	3,897	23,879
Male.....	20,701	6,678	5,893	6,143	1,987	16,863
Female.....	10,457	2,923	2,486	3,138	1,910	7,016
BRITISH COLUMBIA	56,316	17,880	13,641	16,135	8,660	75,344
Male.....	35,055	12,337	8,878	9,249	4,591	56,671
Female.....	21,261	5,543	4,763	6,886	4,069	18,673

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-2—Consumer Price Indexes for Regional Cities of Canada—June, 1971

	All-Items										
	June 1971	May 1971	June 1970	Food	Housing	Clothing	Trans- porta- tion	Health and Personal Care	Re- crea- tion and Reading	Tobacco and Alco- hol	
(1961 = 100)											
St. John's, Nfld.....	123.7	123.6	122.2	120.1	119.3	133.3	121.1	136.4	116.0	145.1	
Halifax.....	126.8	126.6	125.3	128.5	121.4	127.7	122.1	146.4	138.7	129.7	
Saint John.....	125.5	125.1	124.1	129.0	117.5	131.6	126.3	136.4	132.8	127.6	
Montreal.....	126.5	126.4	125.0	128.6	119.1	125.2	129.1	132.8	140.9	128.7	
Ottawa.....	130.9	130.5	128.4	133.3	124.1	129.9	132.3	144.0	138.6	135.0	
Toronto.....	129.5	129.2	127.8	128.5	123.5	131.8	137.1	142.4	131.0	132.8	
Winnipeg.....	128.7	128.0	127.6	129.5	117.5	137.6	133.8	149.9	136.5	129.9	
Saskatoon-Regina.....	123.2	122.9	122.5	128.9	114.7	130.7	120.5	128.7	130.3	123.3	
Edmonton-Calgary.....	127.6	127.6	125.2	131.7	120.1	128.6	125.4	147.5	137.3	125.3	
Vancouver.....	126.8	126.4	123.8	132.2	119.7	130.0	127.7	137.9	125.8	122.4	

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1966-1971

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
1968.....	559	582	223,562	5,082,730	0.32
1969.....	566	595	306,799	7,751,880	0.46
†1970.....	501	540	261,187	6,539,560	0.39
†1970—July.....	62	132	80,851	842,950	0.55
August.....	46	118	70,738	620,060	0.42
September.....	39	88	45,539	619,430	0.44
October.....	34	84	60,862	758,820	0.53
November.....	33	75	38,948	705,620	0.49
December.....	8	48	34,359	427,150	0.29
†1971—January.....	24	45	30,162	212,900	0.16
February.....	39	68	26,976	177,850	0.13
March.....	36	74	46,244	230,040	0.15
April.....	55	94	24,443	159,600	0.12
May.....	36	87	12,965	115,910	0.08
June.....	77	126	44,210	292,040	0.19
*1971—July.....	39	108	40,055	360,080	0.24

† Revised * Preliminary.

Table G-2—Strikes and Lockouts, by Industry, July 1971, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lock-outs	Workers Involved	Man-Days
Forestry.....	—	—	—	—
Mines.....	1	3	2,566	28,390
Manufacturing.....	15	52	15,318	177,080
Construction.....	13	21	16,094	101,460
Transportation and utilities.....	1	7	2,963	20,810
Trade.....	4	13	1,222	16,190
Finance.....	—	—	—	—
Service.....	2	7	857	9,550
Public administration.....	3	5	1,035	6,600
All Industries.....	39	108	40,055	360,080

Table G-3—Strikes and Lockouts, by Jurisdiction, July 1971, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lock-outs	Workers Involved	Man-Days
Newfoundland.....	3	8	2,826	28,650
Prince Edward Island.....	—	1	86	1,810
Nova Scotia.....	1	4	2,137	33,550
New Brunswick.....	1	1	471	2,830
Québec.....	7	22	5,482	63,170
Ontario.....	18	46	13,211	132,880
Manitoba.....	1	4	1,265	17,630
Saskatchewan.....	—	—	—	—
Alberta.....	3	3	6,653	31,140
British Columbia.....	3	15	5,921	43,880
Federal.....	2	4	2,003	4,540
All Jurisdictions.....	39	108	40,055	360,080

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1971, (Preliminary)

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved	July	Accu- mulated	Termination Date	Result
Mines						
METAL						
American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 (AFL-CIO/CLC)	566	11,890	16,420	June 21 —	Failure to reach a new working agreement—
Iron Ore Co. of Canada, Sept-Isles, Qué.	Steelworkers Loc. 5569 (AFL-CIO/CLC)	1,700	10,200	10,200	July 9 July 18	Protesting working conditions— Return of workers pending griev- ance procedure.
NON-METAL						
Aluminum Co. of Canada, St. Lawrence, Nfld.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	300	6,300	21,900	Apr. 18 —	Wages—
Manufacturing						
FOOD AND BEVERAGES						
Burgeo Fish Industries Ltd., Burgeo, Nfld.	Food Workers (AFL-CIO/CLC)	160	3,360	6,400	June 4 —	Union recognition—
Canadian Breweries Ltd., (Notre Dame St. Plant), Montréal, Qué.	Brewery Workers Loc. 301 (AFL-CIO/CLC)	700	3,500	14,000	June 10 July 8	Hours and security of employ- ment—\$1.15 an hr. increase over a 3-yr. contract.
Gerber Products Ltd., Niagara Falls, Ont.	District 50 (A. & T.W.) Loc. 14059 (Ind.)	130	2,730	3,900	June 18 —	Union members rejected package contract—
Fisheries Association of British Columbia, Vancouver, B.C.	United Fishermen Allied Workers various locals (Ind.)	4,500	27,000	40,500	June 26 July 10	Higher prices for fish caught— Return of workers when agree- ment reached.
Checkerboard Farms Ltd., Aurora, Ont.	Food Workers Loc. P-1162 (AFL-CIO/CLC)	160	1,600	1,600	July 19 —	Guaranteed 40-hour work week—
Labatt Breweries of B.C. & Molson Brewery B.C. Ltd., New Westminster and Vancouver, B.C.	Brewery Workers Loc. 300 (AFL-CIO/CLC)	245	2,180	2,180	July 19 —	Wages, length of contract, vaca- tions—
B.C. Packers Fish Plant, Harbour Breton, Nfld.	Food Workers (AFL-CIO/CLC)	200	1,200	1,200	July 23 —	In sympathy with striking Burgeo workers—
RUBBER						
Gates Rubber, Brantford, Ont.	Rubber Workers Loc. 733 (AFL-CIO/CLC)	188	2,070	4,890	June 10 July 19	Failure to reach agreement— Wage increases of 25¢ retro. to Apr. 27/71, 20¢ Apr. 27/72, 20¢ Apr. 27/73; other improvements.
TEXTILES						
Texpack Ltd., Brantford, Ont.	Textile & Chemical Union Loc. 520 (Ind.)	135	1,490	1,490	July 16 —	Wages, welfare, management rights—
FURNITURE AND FIXTURES						
Sunar Industries Limited, Waterloo, Ont.	Steelworkers Loc. 3292 (AFL-CIO/CLC)	276	5,800	9,390	June 14 —	Wages, fringe benefits—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1971, (Preliminary) (Cont.)

Industry			Duration in Man-Days		Starting Date		
Employer							Major Issues
Location	Union	Workers Involved	July	Accu- mulated	Termination Date		Result
PAPER							
Churchill Forest Industries The Pas, Manitoba.	Pulp and Paper Mill Workers Loc. 203 (AFL-CIO/CLC)	220	4,620	9,020	June 3		Protesting the demotion of a machinist—
Kimberly-Clark of Canada, St. Catharines, Ont.	Pulp and Paper Mill Workers Loc. 289 (AFL-CIO/CLC)	200	3,800	3,800	July —	6	Wages, hours—
PRINTING AND PUBLISHING							
La Presse, Montréal, Qué.	Various unions (AFL-CIO/CLC)	290	2,920	2,920	July —	19	Difficulties in contract negotia- tions—
PRIMARY METALS							
Reynolds Extrusion, Ste-Thérèse, Qué.	Steelworkers (AFL-CIO/CLC)	110	2,310	7,810	Apr. —	21	Not reported—
Auto Specialties, Windsor, Ont.	Auto Workers Loc. 195 (CLC)	194	3,880	3,880	July —	5	Wages—
METAL FABRICATING							
McNamara Industries Ltd., St. John's, Nfld.	Machinists Loc. 950 (AFL-CIO/CLC)	300	600	3,000	June 21 July 6		Wages—Not reported.
Welmet Industries Limited, Welland, Ont.	Steelworkers Loc. 5955 (AFL-CIO/CLC)	144	140	860	June 24 July 5		Wages—60¢ per hr. increase over 2-yr. contract.
MACHINERY							
Chrysler Airtemp Canada, Bramalea, Ont.	Auto Workers Loc. 1285 (CLC)	150	3,150	9,150	May —	4	Wages—
TRANSPORTATION EQUIPMENT							
Hawker Siddeley Canada Ltd., Trenton, N.S.	Steelworkers Loc. 1231 (AFL-CIO/CLC)	1,100	23,100	38,500	June —	11	Wages—
International Harvester Co. of Canada Ltd., Chatham, Ont.	Auto Workers Loc. 127 (CLC)	700	350	350	July 9 July 12		Protesting working conditions and slow progress of negotiations —Return of workers.
International Harvester Co. of Canada Ltd., Chatham, Ont.	Auto Workers Loc. 127 (CLC)	200	1,200	1,200	July —	23	Failure to reach agreement on contract renewal—
ELECTRICAL PRODUCTS							
A. Belanger Ltée, Montmagny, Qué.	Metallurgists, Miners & Chemical Workers Federation (CNTU)	280	3,080	3,080	July 1 July 19		Pay procedures and bonus calcu- lations—Return of workers pend- ing further negotiations.
NON-METALLIC MINERAL PRODUCTS							
Dominion Glass Co. Ltd., Montreal, Qué.	Glass and Ceramic Workers Loc. 206 (AFL-CIO/CLC)	900	18,900	39,600	May —	29	Wages, fringe benefits—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1971, (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
			July	Accu- mulated	Termination Date	
Dominion Glass Co. Ltd., Hamilton, Ont.	Glass and Ceramic Workers Loc. 203 (AFL-CIO/CLC)	855	17,960	25,740	June 17 —	Wages—
Dominion Glass Co. Ltd., Bramalea, Ont.	Glass and Ceramic Workers Loc. 260 (AFL-CIO/CLC)	497	10,440	14,910	June 18 —	Failure to sign first contract—
Canadian Johns-Manville Co. Ltd., Toronto, Ont.	Chemical Workers Loc. 346 (CLC)	450	9,450	10,800	June 28 —	Wages and complaint over un- healthy working conditions—
Dominion Glass Co. Ltd., Wallaceburg, Ont.	Glass and Ceramic Workers Locs. 235 and 246 (AFL-CIO/CLC)	891	4,460	4,460	July 24 —	In sympathy with other company plants that are striking for a master agreement—
CHEMICAL PRODUCTS						
Uniroyal Chemical, Division of Uniroyal Ltd., Elmira, Ont.	District 50 (A. & T.W.) Loc. 13691 (Ind.)	175	3,680	4,210	June 28 —	Wages, welfare benefits, pensions —
Construction						
Electrical Construction Association, St. John's area, Nfld.	I.B.E.W. Loc. 2330 (AFL-CIO/CLC)	200	4,200	15,400	Apr. 13 —	Not reported—
Construction Labour Relations Assoc. of B.C. Vancouver, B.C.	Lathers Loc. 207 (AFL-CIO/CLC)	150	3,150	9,450	May 3 —	Jurisdictional dispute between the Lathers and Carpenters—
Bedard-Girard Co. Ltd., Granton, N.S.	Carpenters Loc. 1178 (AFL-CIO/CLC)	852	9,370	29,810	May 27 July 19	Wages—Return of workers pend- ing signing of new agreement.
Kingston Construction Association, Kingston, Ontario.	Plumbers Loc. 221 (AFL-CIO/CLC)	200	4,200	7,400	June 9 —	Wages and benefits—
Master Insulators' of Ontario Inc., Province-wide, Ontario.	Asbestos Workers Loc. 95 (AFL-CIO/CLC)	700	4,200	13,300	June 14 July 12	Wages, hours—Wage increases, reduced hours, 9% vacation pay.
Various construction contractors, Stephenville, Nfld.	Boilermakers Loc. 203 (AFL-CIO/CLC)	225	300	300	June 29 July 2	Alleged grievances over camp food and accommodations—Ret- urn of workers.
Winnipeg Builders' Exchange, Winnipeg, Man.	Bricklayers Loc. 1 (AFL-CIO/CLC)	498	10,460	11,210	June 29 —	Wages and union representation —
Cana-Comstock Ltd., Quesnel, B.C.	Various unions	399	1,000	1,000	July 5 July 7	Alleged grievances over safety conditions — Union persuaded men to return to work.
Alberta Construction Labour Relations Association, Calgary, Edmonton, Fox Creek and Ram River, Alta.	Bricklayers Locs. 1, 2 & 3 (AFL-CIO/CLC)	5,500	20,450	20,450	July 7 July 26	Wages, other benefits—\$1.60 an hr. increases in wages and fringe benefits in a 2-yr. contract.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1971, (Preliminary) (Cont.)

Industry Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
			July	Accu- mulated	Termination Date	
Location						Result
London & District Construction Association, Various locations, Ont.	Painters Loc. 1783 (AFL-CIO/CLC)	116	1,260	1,260	July 12 July 28	Failure to reach agreement on terms of new contract—Wage increase of \$1.98 over 2 years, increase in holiday pay from 6 to 8%.
Alberta Construction Labour Relations Assoc., Province-wide, Alta.	International Operating Engineers Loc. 955 (AFL-CIO/CLC)	700	5,250	5,250	July 13 July 23	Wages, other benefits—Wage increases, other improvements.
Ontario Erectors Association, Province-wide, Ont.	Structural Iron Workers various locals (AFL-CIO/CLC)	4,000	23,730	23,730	July 14 —	Increased wages and fringe benefits—
Alberta Construction Labour Relations Association, Province-wide, Alta.	Asbestos Workers Loc. 110 (AFL-CIO/CLC)	453	5,440	5,440	July 15 —	Wages, other benefits—
McAlpine of Nfld. Ltd., Stephenville, Nfld.	Carpenters (AFL-CIO/CLC)	1,044	1,040	1,040	July 20 July 21	Wages—Not reported.
Ontario Hydro, Nanticoke, Ont.	I.B.E.W. Loc. 1766 (AFL-CIO/CLC)	200	200	200	July 23 July 26	Sympathy strike — Return of workers.
Mechanical Contractors of Sudbury Construction Assn., Sudbury, Ont.	Sheet Metal Workers Loc. 504 (AFL-CIO/CLC)	250	1,250	1,250	July 26 —	Failure to reach agreement on renewed contract—
Twenty-six electrical contractors, Winnipeg, Man.	I.B.E.W. Loc. 2085 (AFL-CIO/CLC)	500	2,500	2,500	July 26 —	Failure to reach agreement on renewed contract—
Mannix Construction, 100 Mile House, B.C.	Labourers Loc. 602 (AFL-CIO/CLC)	132	130	130	July 31 —	Subsistence allowance—

Transportation and Utilities

TRANSPORTATION

Hamilton Street Railway Co., Hamilton, Ont.	Transit Union Loc. 107 (AFL-CIO/CLC)	500	8,570	24,640	May 17 July 26	Breakdown in negotiations over a new contract—Wage, increases, one added statutory holiday, increased vacations, improved fringe benefits.
Commission de Transport de la Communauté Urbaine de Québec, Québec, Qué.	Public Service Employees' Federation (CNTU)	418	6,870	8,120	June 28 July 24	Wages, administration of employee pension fund and group insurance—Wage increase of \$1 per hour over 3 years.
*Air Canada (Rotating), Various centres, Canada.	Machinists various locals (AFL-CIO/CLC)	1,667	2,570	2,570	July 12 July 18	Job security, length of contract, overtime pay, scheduling of shifts —15% wage increase over 25 month contract.

Table G. 4—Strikes and Lockouts Involving 100 or More Workers, July 1971, (Preliminary) (Concluded)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				July	Accu- mulated	Termination Date	
Location							Result
POWER, GAS AND WATER							
British Columbia Hydro & Power Authority, Various locations, British Columbia.	I.B.E.W. Loc. 258 (AFL-CIO/CLC)	2,000	17,300	17,300	June 1 July 1		Wages, other matters—Return of workers pending arbitrator decision.
Hydro Electric Commission of the Borough of North York, Willowdale, Ont.	Public Employees Loc. 11 (CLC)	285	1,280	1,990	June 28 July 8		Inability to reach new renewal agreement—7¼% wage increase retroactive to Apr. 1, 1971, a further 7% Apr. 1972 over a 2-yr. contract; improved pension plan.
Trade							
Canada Safeway Ltd., South Burnaby, B.C.	Retail, Wholesale Employees Loc. 580 (AFL-CIO/CLC)	300	6,300	12,200	June 4 —		Wages—
Steinberg's Ltd., Chicoutimi, Jonquière and Arvida, Qué.	Commerce Employees (CNTU)	194	2,670	2,670	July 2 —		Wages—
Eagle Fisheries, Shippegan, N.B.	Seafood Workers Loc. 117 (CLC)	471	2,830	2,830	July 7 July 15		Pay rate for filleters—Wage increases in a 2-year contract.
Service							
HEALTH AND WELFARE							
Halifax County Mental Hospital, Cole Harbour, N.S.	Public Employees Loc. 1028 (CLC)	160	800	800	July 17 July 24		Wages, fringe benefits, sick leave, vacations—Wage increase of \$75 per month.
PERSONAL SERVICES							
*Hotel Nova Scotian (CNR), Halifax, N.S.	Hotel Employees Loc. 662 (AFL-CIO/CLC)	245	740	740	July 5 July 9		Wages—15¢ an hr. increase retroactive Oct. 1, 1970, plus an additional 5¢ for skilled employees over 2 years; improved fringe benefits.
MISCELLANEOUS SERVICES							
Place Ville-Marie Corporation, Montréal, Qué.	Service Employees Loc. 298 (AFL-CIO/CLC)	375	6,380	7,510	June 28 July 26		Wages, job security, fringe benefits—Wage increases of 25¢ to 54¢ per hour over 2 years.
Public Administration							
LOCAL ADMINISTRATION							
The Corporation of the City of Windsor, Windsor, Ont.	Public Employees Locs. 82 and 543 (CLC)	804	4,820	7,230	June 27 July 12		Wages and cost of living allowance—Wage increases of 8% and 5% over 2 years.
The Corporation of the Town of Mississauga, Mississauga, Ont.	Public Employees Loc. 66 (CLC)	120	1,200	1,200	July 19 —		Parity with Toronto workers—

*Federal jurisdiction.

November 1971

The Labour Gazette



A generation gap exists in many areas of our society, including the labour movement. The young workers complain that conditions in the workplace are stacked against them. They insist that labour's goals and ideals are stacked against them. They resent being treated as second-class workers and as second-class members of labour. See: "The Coming Youth Revolt in Labour," by Gil Levine, p. 722.



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News briefs

■ **French-language employees will now be able to work in their own language as part of a year-long experiment that will help the Government assess the viability of the French language unit concept.** A total of 457 units involving about 29,000 employees will be designated; 150 involving roughly 2,500 employees will be using French as the main language for the first time. About 300 of the units, totalling some 26,500 employees, already work in French to varying degrees.

Every assurance is given that employees are not placed at a disadvantage by being included in French-language units. English-speaking employees can work in the units if they are qualified for the job and can do the work in French.

The Government believes that the all-French units will make it possible to utilize more fully the talents of French-speaking employees with little or no knowledge of English. It's main concern was that qualified unilingual employees were being overlooked and a valuable source of manpower wasted. The Government hopes that the experiment will lead to greater equality in career opportunities between English- and French-speaking citizens.

When the year is over, it is expected that the departments and agencies concerned will be asked to report on their experience with the units and to make suggestions.



Pat Conroy

■ **Pat Conroy, Canada's Labour Attaché in Washington for the last 20 years, has retired, and Canada has lost the advice of a man singularly attuned to the complexities of the labour movement.** During that tenure, he filed 2,283 dispatches, all of them enlightening, insightful and penetrating, most of them tinged with a wry humour, and many of them crackling with a sardonic aside. Coincidentally, the first of these dispatches dealt with "wage and price stabilization," the last with President Nixon's "new economic program."

At 13 years of age, Mr. Conroy began work in a colliery pit in Glasgow, Scotland, and joined the British Miners' Federation. At 20 years of age, he emigrated to Canada and took up work in the coal fields at Drumheller, Alta. His union affiliation was automatically changed to membership in the United Mineworkers of America, and he soon became active on its behalf. At the local level, he served on numerous mineworkers' committees, acquiring face-to-face experience in labour-management conflict, and enlarging his knowledge of the interplay of socio-economic forces by reading and research squeezed into his spare hours. He became a self-taught expert in labour economics and also achieved a mastery of expression that later helped to make him an international figure in labour circles. He progressed through the key local and district offices to the vice-presidency of District 18, UMWA, a position he occupied until 1940, when he became vice-president of the then Canadian Congress of Labour. In the following year, he was elected to the position of secretary-treasurer of the Congress and served in that post until he resigned during an internal conflict in 1951 (LG 1951, p. 1476).

Early in 1952, he was appointed Labour Attaché in Washington (LG 1952, p. 152), becoming Canada's first labour diplomat. Over the years he applied his past experience and made use of his contacts with top U.S. labour figures to supply the Canadian Government with shrewd analyses of complex developments in the U.S. labour movement and their special implications for Canada.

Conroy's leaving has precipitated many fine tributes. One of them comes from syndicated columnist and industrial relations specialist John Herling, who wrote: "His pool of wisdom and experience was dipped into,

his candid appraisals of the labour scene and personalities were received with respect by Phil Murray, William Green, John L. Lewis, Walter Reuther, George Meany.

"Pat Conroy does not, did not, aim simply to please, but to inform. He gave it to them straight. They took it from him when they might not from another. By them and by innumerable others, less prominent, but equally significant, he has been recognized as the wary watchman of labour's rights and wrongs on both sides of the border."

■ **A long-time employee of the Canada Department of Labour's Legislative Research Branch, Evelyn Woolner has recently retired. Miss Woolner was Assistant Director of the Branch.** A native of North Rustico, Prince Edward Island, Miss Woolner holds a Bachelor of Arts degree from Acadia University and a Master's degree in Arts from McGill University. In 1943, after 10 years of teaching, she came to Ottawa to take a position in the Department of National War Services. She joined the Legislation Branch of the Labour Department in 1945 as a research officer, and was later appointed chief of the Branch's Legislative Research Division. In 1970, the Legislation Branch became the Legislative Research Branch, and Miss Woolner was named Assistant Director. During her tenure with the Branch, Miss Woolner attended several general ILO conferences as a member of the Canadian delegation, and served on the conference committee concerned with the ratification of ILO Conventions and Recommendations by member countries.

■ **Manitoba Court of Queen's Bench has upheld the right of striking television employees to picket the station's advertisers.** The unanimous decision by the three-member panel rejected an appeal by Channel Seven Television Ltd., operators of CJAY-TV, Winnipeg, seeking an injunction against the picketing of business establishments. The union was asking the public not to patronize firms that continue to advertise on the station during the strike.

The Court found the strike lawful, the union's activities peaceful, the information on the picket signs truthful, and that last year's amendment to the Queen's Bench Act prohibited injunctions restraining the exercise of freedom of speech, and that the union had not gone beyond this privilege.

■ The 1970 edition of **Labour Standards in Canada** has been released by the Canada Department of Labour. Issued annually, the Department's publication sets out the minimum standards established by federal and provincial labour laws with respect to compulsory school attendance, minimum age for employment, minimum wages, equal pay for equal work, hours of work, overtime pay, weekly rest-days, annual vacations with pay, public holidays, fair employment practices, notice of individual and group termination of employment, maternity leave, and workmen's compensation. Standards set by labour ordinances in the Yukon Territory and the Northwest Territories are also included.

One section is devoted to changes in labour standards in 1970. Highlights of the year are: the Ontario Women's Equal Employment Opportunity Act, which prohibits discrimination in employment on the grounds of sex, and provides for maternity leave; a comprehensive human rights code in Manitoba; individual and group notice of termination requirements in Ontario; pay for seven public holidays in Manitoba; and increases in minimum wages in nine jurisdictions.

Besides containing information on the substance of labour laws and their effects on a wide field, the book provides a ready comparison of the legislative standards in all Canadian jurisdictions. Available from Information Canada: Catalogue No. L2-7-1970; \$1.00

■ **Exceptionally high unemployment among young people has been like a chronic low-grade fever in the Canadian economy for the last 20 years** says a federal report on youth. And, it adds, all indications are that it is getting worse, particularly for young men. **Titled, It's Your Turn . . . A Report to the Secretary of State by the Committee on Youth**, the report states that since 1953, the unemployment rate for males between 14 and 19 in the labour force has been at least twice as high as the national average, 2.3 times as high in 1970. In the same period, the rate for men 20 to 24 years old has been rarely less than 1.4 times greater than the national average and was 1.6 times higher last year. Among young women in the same age bracket, it was 1.13 times the national rate. Equally significant has been the increase in the proportion of each age group that has simply dropped out of the labour market.

Reviewing the factors that influence unemployment among youth, the report says young workers are among the most vulnerable to the effects of government anti-inflation policies. The recommendations made in the report focus on creation of a decentralized version of the existing Opportunities for Youth program.

■ **Percy R. Bengough, Honorary President of the Canadian Labour Congress, died in Vancouver on August 10 at the age of 89.** Born in London in 1883, Mr. Bengough dedicated his life to the development of the labour movement. He first came to Canada as a member of the Amalgamated Society of Engineers of Great Britain, later joining the International Association of Machinists. He was elected vice-president of the Trades and Labour Congress of Canada in 1931. In 1943 he was elected president of the TLC, holding office until his retirement in 1954. It was since then that he held the title of Honorary President.

Bengough was one of the main architects of the merger, in 1956, of the Trades and Labour Congress of Canada and the Canadian Congress of Labour that gave birth to the Canadian Labour Congress. Mr. Bengough was also one of the founders of the International Confederation of Free Trade Unions, as well as a delegate to the founding conference of the Interamerican Regional Labour Organization (ORIT).

In recognition of his services during World War II, he was awarded a CBE, and in 1953 he was awarded the degree of Doctor of Laws by St. Francis Xavier University as well as the University of British Columbia, on whose Board of Governors he served for a number of years.

Donald MacDonald, President of the CLC, commented: "On behalf of the officers and staff of the Canadian Labour Congress, and of all organized workers in Canada, I want to express the deep sorrow caused by the death of Percy Bengough. He was one of the founders of the labour movement as we know it today, one of the staunchest and most devoted members the movement has ever had. With his passing, an era has gone by that will live in the memories of all those who have had the privilege of being associated with him."

■ **Jean Chabot, 37, formerly an information officer of the French Division of the Information Services of the Secretary of State Department, has been appointed Editor of La Gazette du Travail.** Prior to his appointment, he was closely associated with the Information Services of the Opportunities for Youth program (1971). Mr. Chabot has had extensive experience in the field of communication. He was director of the weekly *L'Echo du Bas Saint-Laurent* in Rimouski; chief of the Public Relations Division of Hydro-Québec for the Matapédia District following the nationalization of La Compagnie de Pouvoir du Bas Saint-Laurent; member of the editorial staff of *La Radio du Bas Saint-Laurent*; vice-president of the Bas Saint-Laurent, Gaspésie and North Shore Newspapermen's Club; secretary of the Rimouski Rotary Club; active member of the Bas Saint-Laurent Film-Library Commission and the Rimouski Centennial (1967) Commission; president of the local Red Cross welfare campaign as well as publicity and public relations consultant for the Federation of Welfare Agencies (Caritas-Rimouski) and La Villa de l'Essor for mentally retarded children. Mr. Chabot is a former teacher of the secondary schools in Port-Cartier (Shelter-Bay), Mont-Joli and Saint-Hyacinthe.

Mr. Chabot obtained his B.A. from Université Laval, where he was editor of *Le Carabin*, and a B. Ped. from l'Ecole de Pédagogie et d'Orientation of Québec. **The new Editor of La Gazette du Travail succeeds Egide Dandenault, who has left the Department of Labour to join Information Canada as Chief of the French Creative Services.**

■ **Two studies, reported recently in The Labour Gazette, were made possible by the Canada Department of Labour—University Research Program, which provided financial assistance:** "Advance Notice in a Plant Shutdown," by Professors Portis and Suys (LG, July, p. 467), and "Long-run Changes in the Labour Share of National Income in Canada, 1926-1966" by Pradeep Kumar (LG, July, p. 429).

■ **A new minimum wage order affecting female employees has been passed by the B.C. Government.** Hon. James R. Chabot, Minister of Labour, announced that the Board of Industrial Relations has issued a new Minimum Wage Order to the effect that the same minimum wage rates, conditions of labour and employment now applying to male employees shall apply to female employees.



Jean Chabot

■ **Chrysler Corporation became the first company in the United States and Canada to permit the transfer of workers from one area to another with full seniority rights when closing of plants deprives them of their jobs.** An agreement to this effect was reached in August between Chrysler and the United Auto Workers union, after prolonged negotiations that were triggered by the closing down of Chrysler's Los Angeles plant earlier this year, which put 4,000 workers out of work.

Charles Brooks, President of UAW Local 444, in Windsor, said that the "continental seniority" clause covers both the U.S. and Canada. This means that a worker who loses his job when a plant closes in the U.S. may apply for a similar job with all his seniority rights in Canada, if such a job is available here, and get it.

The agreement has created concern among some Chrysler Canada workers who believe that it may open the door to massive immigration by U.S. workers, thereby reducing employment chances among Canadians even further. According to Mr. Brooks, however, because of immigration laws, there is no danger of U.S. workers coming to Canada and taking jobs away from Canadians.

■ **Operation 2000 is underway—the latest experiment by the Québec Government in job retraining.** It is an integral part of a continuing program called "Return to Normal Life," started three years ago by the Québec Department of Social Affairs to re-integrate welfare recipients into the labour force and, at the same time, to reduce their dependence on the state. **Operation 2000 is aimed at reducing unemployment in the forestry sector by retraining welfare recipients for work on reforestation projects.**

Phase 1 of the program began in February 1971. From lists of applicants provided by the local offices of the Department of Social Affairs, 1,639 individuals were selected. In June, the actual forestry training was initiated. During this period, which will run until the beginning of 1972, recipients will also be studied to determine their particular problems—such as debt, chronic unemployment and lack of professional skills. After the conclusion of Phase 2, the program will be analysed by the Department to assess its results.

■ **Eight hourly wage earners employed at a plant near Sorel, Québec, are working under a new schedule that makes the four-day workweek look obsolete.** According to Michel Côté, Industrial Relations Head of Canadian Liquid Air Ltd.'s Varennes plant, the employees suggested the short week during an annual review of wages and working conditions. The system finally agreed upon has the employees working 12-hour shifts in two days, then taking two days off, working another two days followed by a two-day holiday, and then working three days that end with a three-day holiday.

The plant, a producer of liquid and gaseous oxygen and nitrogen, operates on a 24-hour a day system. Plant Superintendent Jacques Richard—the only employee to work a regular week—pointed out that one reason the new schedule has been successful is that the Varennes operation does not involve heavy physical labour for the men. "Ninety per cent of the operation is automated," Richard said. It's handled by computers that the employees program. Then they just have to keep check on the dials."

■ **The new Director of McGill University's Industrial Relations Centre is Mrs. Frances Bairstow, a highly regarded expert on labour-management problems.** Mrs. Bairstow majored in labour economics at the University of Wisconsin and later was a Fulbright scholar in industrial relations at Oxford University. She taught labour economics at several American universities, and also served on U.S. government labour-management bodies before coming to Canada in 1954. She has been at McGill since the late 1950s, and has acted as Director of

the Industrial Relations Centre on various occasions prior to her permanent appointment to the post. Her predecessor as Director, Dr. William Westley, has become Director of Research for the Centre. Mrs. Bairstow served as project director for Prime Minister Trudeau's Task Force on Labour Relations. She is a member of the arbitration board of the province of Québec, and has served as conciliator for the Public Service Staff Relations Board and as an arbitrator for the Canada Department of Labour.

■ **C.A.L. Murchison, Q.C., was appointed recently as a one-man commission to inquire into hours-of-work practices in the motor transport industry.** Mr. Murchison was to investigate and report on the subject of hours of work in relation to labour standards and employment safety. He was to decide also whether any employment custom peculiar to the motor transport industry would be unduly disturbed by the hours of work provisions of the recently amended Canada Labour (Standards) Code.

The inquiry covers any operation, in connection with the transport for hire of goods or passengers by motor vehicle, coming under federal jurisdiction. It also covers transport of mail by contractors of the Canada Post Office.

Earlier, Murchison investigated two orders under the Canada Labour (Standards) Code, involving hours of work in the road transportation of goods and mail. The Commission was set up as a result of requests from the Canadian Trucking Association and the Canadian Association of Movers to determine whether the Transport of Goods by Motor Vehicle Hours of Work Extension Order, and the Transport of Mail by Motor Vehicle by Contractors of the Canada Post Office Hours of Work Extension Order, should be extended for a period of one year.

Both Associations were concerned with the time lag that would exist between the date that the present Extension Orders would terminate and the implementation of any possible action that could be taken under proposed amendments to the Canada Labour (Standards) Code (Bill C-228).

Labour relations around the world

■ **Time on your hands? Not if today's host of psychiatrists, gerontologists and time study analysts can help it.** Dr. Robert Butler, a psychiatrist and gerontologist in Washington, D.C., does not like the standard education-work-retirement cycle of man's life. Dr. Butler would replace it with school-work-temporary retirement, more school, more work, perhaps in an entirely different field, and a continuation of the cycle as long as desired. This, the psychiatrist says, would produce life-long spiritual, psychological and mental growth, while filling man's need for surges of creativity interspersed with periods of regeneration.

Some beginnings have been made toward improving man's work satisfactions. Job enrichment studies have led some firms to end deadening, assembly-line procedures by combining tasks so that a worker makes a recognizable product for which he has responsibility and in which he can take pride. Other firms are relieving monotony by switching assignments around. Some companies are sending workers to school to create more valuable employees. **The Conference Board in New York City reports that hundreds of corporations now sponsor tuition-aid plans and fellowships, seeking to keep employees abreast of the knowledge explosion.** But since the employee is expected to return to the company that pays for his sabbatical, these plans do not go as far as Dr. Butler's proposals.

Pension plans are often the main deterrent to a series of school-work-retirement episodes in one man's career. Complete portability of pension credits is the answer, although statisticians still say the idea is actuarially unsound. Some thought now is being given to portability of pensions within entire industries.

Time should not hang heavily on the hands of a person faced with the possibility of several careers, Dr. Butler said. His leisure time would become his stepping stone to his next job.

■ **Government action to protect construction workers from possible adverse social consequences of new technologies was urged by the International Labour Organization's Building, Civil Engineering and Public Works Committee at its two-week session held in Geneva during July.** The Committee, which includes about 240 government, employer and worker representatives from 29 countries, adopted a resolution calling on the ILO to urge governments to take practical measures to provide such protection. While technological progress in the construction industry brings social advantages and benefits, it also has unfavourable effects, the resolution notes. It goes on to ask the ILO to collect information concerning the employment, income security, safety and health of workers under the conditions created by the introduction of new methods in the industry.

The two main items on the agenda of the Committee's eighth session were: social aspects of prefabrication; and social aspects of construction in developing countries. In view of the risks of monotony in prefabricated construction, special attention should be given to architectural and urban design, the Committee noted. "In no circumstances should industrialized construction methods be permitted to allow lower performance standards than those required for adequate safety, health and welfare for the protection of users." Furthermore, in no case should a group of dwellings be constructed without providing the social facilities necessary for the well-being of the community.

On construction in developing countries, delegates mentioned the need for government co-operation with employers' and workers' organizations, consideration of national and local traditions and the use of locally available construction materials, the importance of long-term construction programs, the assessment of future manpower needs, and the need to abolish the practice of conscripting labour for public works. The Committee asked the Director-General of the ILO to arrange for research and investigations to be made on a number of matters, including the promotion of year-round building in countries of different climates; the use of labour-intensive techniques for employment creation in the construction industry in developing countries; and methods for the promotion of low-cost housing in developing countries.



50 years ago

The Labour Gazette of 50 years ago published articles on industrial hygiene in Toronto, labour legislation in the Yukon, postal conventions, and a British report on the political and economic situation in Russia.

■ The report on industrial hygiene in Toronto was taken from a review of the problem by the Honorary Advisory Council for Scientific and Industrial Research. Seventy-six plants, including all the larger plants in the community, were personally visited by the members of a committee whose earlier preoccupation was the study of industrial fatigue. One third of the total employees in the plants visited were women.

The attitude of industry with regard to specific provision for industrial hygiene was found to be unsatisfactory. The report commented upon the lack of industrial physicians in Toronto, for though a few doctors devoted part of their time to industrial work, they were generally more concerned with the treatment of disease than with its prevention.

Manufacturers were disposed, however, to regard industrial hygiene negatively as a means of preventing discontent, rather than positively as a means of promoting industrial prosperity. **More significant was the asser-**

tion often made by managers that it was useless to improve conditions in the plant while conditions in the homes of the workers remained unsanitary.

In most of the plants visited, the 48-hour week prevailed. No time allowance was made for conditions hazardous to health. Apart from bakeshops and dairies, night work was rare; **at one plant where a night shift was worked, attendance was improved by the opening of a night cafeteria. Nowhere did day workers or piece workers receive holidays with pay.**

Ventilation was found to be not seriously defective, except in the smaller plants of old-type construction, and in buildings, then common in Toronto, that had been converted from other uses. The same condition was found in regard to lighting, both natural and artificial. Lavatory accommodation showed some improvement in new plants, but in many the conditions were described as "deplorable."

A general slackness and a high proportion of absence were reported among workers in a number of factories. This slackness might have resulted from the high wages in force, as some managers claimed, or it might have been caused by fatigue from working too long or too strenuously. Many obvious distortions in the posture of workers were observed: for instance, women stood at cardboard cutting machines, as did lathe workers; and the seats in boot and shoe factories were badly designed. These were included among examples cited to prove that certain small changes would greatly diminish workers' fatigue.

The following specific occupational diseases were met with: chocolate eczema; zinc poisoning; and sepsis, which developed in wounds received in the cutting rooms of abattoirs. At many factories, exhaust systems were provided for expulsion of dust, but in seven of the plants visited, no attempt was made to remove it.

Among the preventive measures noted was the provision of glasses for girls doing fine work in one plant. Some firms allowed a rest period of five minutes every hour, or 10 minutes in the forenoon, with afternoon tea or physical drill provided during the latter interval.

■ The Council of the Yukon made enactments dealing with working hours and the levying of taxes. An ordinance regulating hours of labour in quartz and lode mining provided that no person was to be employed underground in any shaft or tunnel or upon a mineral

claim for more than eight hours in any 24. The bachelor's tax ordinance imposed a tax of \$5 upon all unmarried persons of both sexes between the ages of 21 and 55 years residing in the territory for a period of three months during the year 1921, Indians and members of the Royal Canadian Mounted Police excepted.

■ Conventions of the Amalgamated Postal Workers and Federated Association of Letter Carriers were held in Victoria and Montreal respectively. Postal Workers favoured the formation of a Dominion-wide organization of all federal employees, while letter carriers preferred to see all amalgamated efforts confined within the post office service. **Some of the resolutions adopted were: that promotions be filled by letter carriers instead of solely by clerical staff as in the past;** that, other factors being equal, seniority should count: that the salary demands for the following fiscal year were to be, as follows: letter carriers, minimum \$1,160, maximum \$1,560, with street car transportation and uniforms; and for clerks, minimum \$1,400, maximum \$1,800, higher grades to be increased in strict proportion; that where a letter carrier performed duties that called for varied and extensive knowledge, or in excess of that required for ordinary carriers, he be granted "senior letter carrier" position; and that the organization press for the adoption of a pension scheme.

■ A departmental committee of the British Foreign Office reported on the economic situation in Russia, while describing the political progress of the Bolshevik party from pre-revolutionary days, to the establishment of the Soviet Government. **The economic breakdown that occurred under the Tzarist régime was shown to have precipitated the revolutionary outbreak of 1917.** Some account was given of the results of the general nationalization of industry introduced by the Communists under the adverse conditions of national bankruptcy, the Allies' blockade and civil war.

The conclusions reached by the committee were that no aid should be given by other countries for the economic reconstruction of Russia until the policy of revolutionary propaganda in foreign countries had been abandoned; **that the co-operation of the peasantry was indispensable to the economic reconstruction of Russia (the peasants formed from 80 to 85 per cent of the population);** that the agricultural production and transportation must be re-organized and resumed before industrial reconstruction could be undertaken; and that "the administrative incompetence and corruption into which the department had fallen" must be remedied before supplies could be made available among the population.

The coming youth revolt in labour

by Gil Levine

Fifteen hundred employees at Ottawa's Civic Hospital voted by secret ballot recently to reject the recommended contract settlement proposed by their bargaining committee. The United Steelworkers staged a four months strike against the Steel Company of Canada in 1969 after rejecting a settlement recommended by their negotiating team. British Columbia longshoremen during the winter of 1969-70 rejected three separate recommended settlements that kept them on the picket line for a total of 10 weeks.

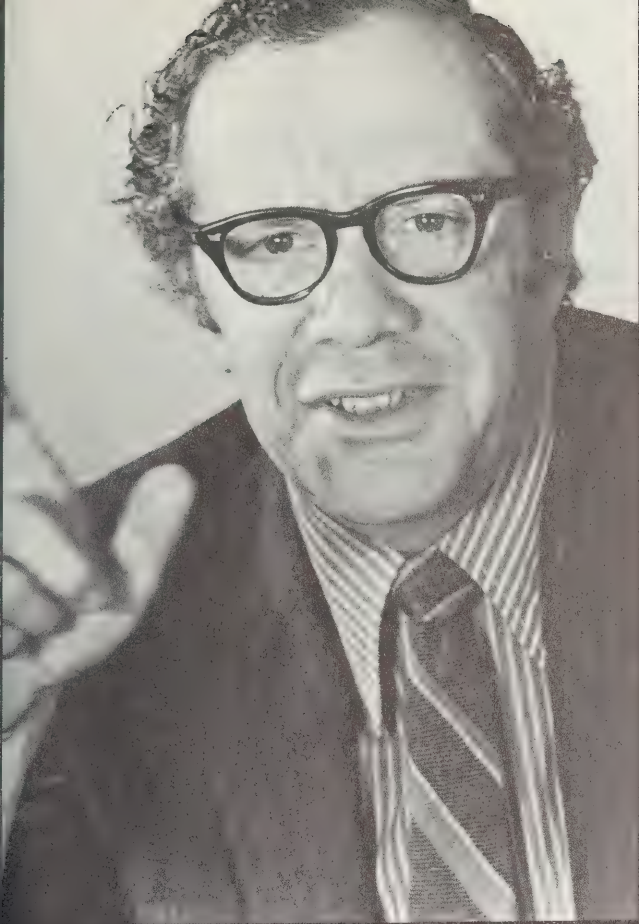
This membership rejection of the bargaining efforts of union leaders has become an increasingly common phenomenon on the Canadian industrial relations scene. One observer estimates that one out of every seven collective agreements is being overthrown by union memberships despite recommendation for acceptance by union officers. Rejection of many of these settlement proposals has been attributed to the rising expectations of an increasingly militant number of younger workers. These young workers are using contract rejection as means of repudiating what they consider are the injustices of the workplace and of their unions.

We hear a lot these days about the generation gap: it exists between parents and children; between teachers and pupils; between the adult establishment and youth culture. But there is also a generation gap in the labour movement.

Many of today's young workers complain that conditions in the workplace are stacked against them. They insist that labour's goals and ideals are stacked against them. They resent being treated as second-class workers and as second-class members of labour. **What are the complaints of the young workers? And how legitimate are they?**

Apprenticeship

The purpose of the apprenticeship system is to train young workers in the skills of a trade. Some unions, however—and particularly those in the construction trades—have limited the number of applicants for apprenticeship; in some cases, they have even restricted membership to new journeymen in the trade.



Gil Levine

Gilbert Levine has been Research Director of the Canadian Union of Public Employees since its founding in 1963. The 155,000-member union covers municipal and provincial public employees, school and university workers, hospital and electrical utility workers and employees of the CBC. In 1956, he joined the staff of the National Union of Public Employees (which later became part of CUPE) to establish its first research department. Levine is a graduate of the University of Toronto School of Social Work, and prior to full-time union work, he was employed as a social worker with the Toronto Welfare Council and the Metro Toronto Department of Welfare. The opinions he expresses in the accompanying article are his own, and do not necessarily reflect the policies of CUPE.

These practices undoubtedly provide more job security, and they enhance the bargaining position of those who are already members of the trade. But what young workers resent about the apprenticeship system is that it seems to serve as a device to deny them employment opportunities. They frequently see the union being used to protect the older, established worker from the younger worker, instead of to protect both older and younger workers from the employer.

Seniority rule

The seniority rule in most collective agreements gives preference to longer-service employees in matters of jobs security, promotions and other benefits. The seniority rules were negotiated for good and valid reasons in years gone by. Nevertheless, many of these rules create strong resentment among today's young people.

Unions fought bitter battles in the past for the right to have promotions based on seniority. It has been argued that possession of this right was the best way to eliminate promotion by favouritism—a practice frequently indulged in by non-union establishments. The rule made a lot of sense at one time—particularly in plants employing large numbers of unskilled workers, where seniority easily became synonymous with ability. But today's unionized establishment is very different from the early postwar workplace of 25 years ago. **Current bargaining units, and particularly the increasing number of office and technical units, contain many more skilled jobs requiring a high degree of training. The young people on the job often have higher education and skills than the senior employees. A generation or two ago, skill was synonymous with age; young workers of that time would look up to and revere "the old craftsman." In today's highly technical society, however, skill, knowledge and know-how have become the prerogatives of youth, not age. Obviously this altered relationship is creating hitherto unknown conflicts in areas ranging from work to life style, mores and politics.**

The young are much more ambitious and promotion-conscious than their elders. They resent the seniority and promotion rule because it forces them to stay at the bottom of the ladder for years until the senior members retire. The young workers are impatient; they don't want the older workers to stand in their way.

A typical collective agreement provides a form of job security whereby layoffs are based on seniority in the bargaining unit: the last man hired is the first man fired. This rule, too, is often resented by young workers. They see the young worker with a young family and heavy debts being laid off, while the older worker, whose family has grown up and whose home has been largely paid off, is retained.

Despite the resentment the seniority rule rouses among young workers, it makes a lot of sense in the way it provides for job security for older workers under present conditions. The older workers are less flexible than younger men and women, and they consequently experience greater difficulty in securing and adjusting to other employment.

Although the seniority rule can thus be justified in matters of job security, it is often extended to employment conditions in which it makes no sense to young workers, and succeeds only in provoking their resentment. These conditions include shift preference, vacations, pensions, group life insurance, and leadership possibilities. Let us examine the problems in these areas.

Shift preference

Union agreements frequently award priority for the choice shifts on the basis of seniority. Or they give preference to senior employees for regular work during the week, and leave most of the weekend work to the junior employees.

The seniority rule is strictly applied in some branches of the Canada Post Office. In these cases, employees may have to acquire 15 years of night-work seniority before becoming eligible for the day shift. In other branches of the Post Office, however, there has been a recent influx of young employees, and they have been able to alter the rigid seniority rule. Now the day and night shifts are worked on a rotation basis—certainly a more equitable arrangement for the young workers.

Vacations

Many union agreements give senior employees preference in the choice of vacation schedules. Young workers

judge this to be a wrong application of the seniority rule. What it means, in many cases, is that **older workers with grown families have the choice vacation periods during July and August, the school vacation months, whereas young workers with school-age children are forced to take their vacations in the off-season.** Many instances can be cited of employees having had to work as long as 15 years before acquiring sufficient seniority to take a vacation with their children.

When a group of "Young Turks" recently took over leadership of a local union of caretakers at the Toronto Board of Education, one of the first items they negotiated was a change providing younger employees a fairer scheduling of vacations. Prior to this, the older employees generally had the pick of the vacation schedule.

Another rule linking seniority and vacations is the one whereby senior employees qualify for longer vacations than do younger employees. For example, a typical collective agreement provides for a two-week vacation after one year of service, three weeks after five or more years, and four weeks after 15 or more years.

Longer vacations based on years of service were initially proposed by employers as a device to retain experienced, trained employees. In recent years, however, unions—and especially their older members—have been advocating the same vacation principles as their employers.

Not surprisingly, young workers are beginning to question the type of vacation-benefit formula that heavily favours older workers. They find it discriminatory. They look with envy at the European system, which gives all workers the same vacation benefits, regardless of years of service. All workers in France and most of the Scandinavian countries, for example, earn four weeks vacation a year, no matter how long they have been employed by the same employer.

Pensions

On the matter of pensions, many local unions face a constant tug-of-war between older and younger workers. Older workers naturally are more interested in negotiating improved pension benefits. When it comes to dividing up the monetary settlement, however, **young**

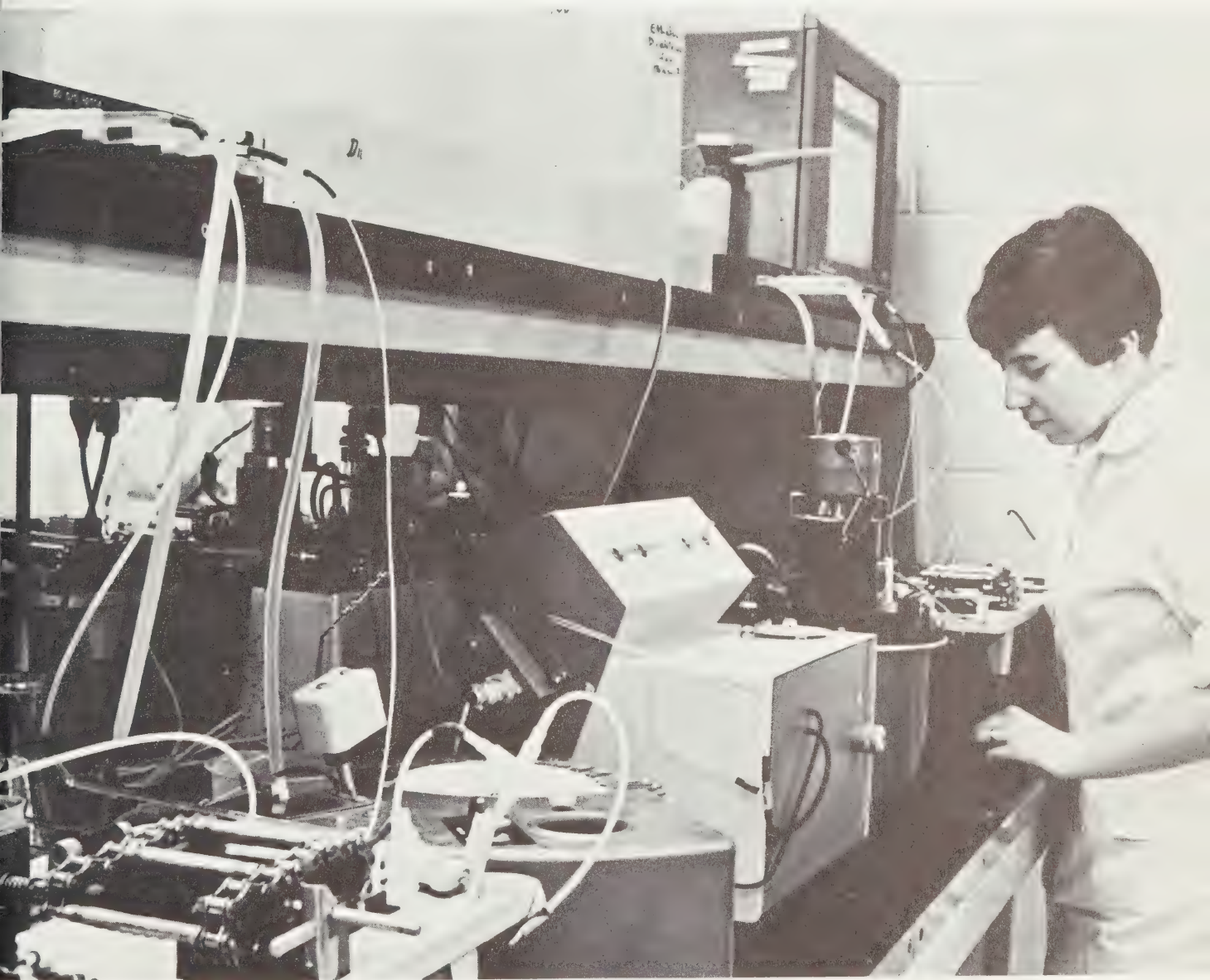
workers, who are much less concerned about future security, tend to put greater emphasis on immediate wage gains. Faced with heavy debts, and possessed of high consumer expectations, youth wants its money now. Younger employees have difficulty comprehending their security—and pension-conscious older co-workers, who grew up in the Depression years. The young complain loudly that they are being taxed out of their wage increases in order to provide pensions for older workers.

In the past, older workers, by their sheer numbers, have generally won their point about pensions. The huge influx of young workers into the plants and offices in re-

cent years, however, is tipping the age balance strongly in favour of the young. We can expect the tug-of-war between the older and younger workers on the pension issue to become more evenly balanced in the future. In many situations, the young will be winning out.

Group life insurance

Negotiated group life insurance plans, which are often related to income, also favour the older worker. A typical group life plan provides for a death benefit equal to one or two times annual earnings. The older worker, usually earning a higher wage, ends up with a higher benefit, often at the expense of the younger worker.



The amount of the insurance premium is generally related to the age of the group: the younger the employee group, the lower the cost of the premium. Older employees, who would normally be required to pay a high premium, benefit from a group insurance plan in which the cost is averaged over the entire employee group.

When it comes to death benefits, which are related to earnings, the beneficiary of the young worker generally gets far less than the beneficiary of the older worker. Thus, we have a situation where the older worker pays a lesser premium through the group insurance plan but receives a higher benefit. The younger worker pays a higher premium through the plan, but receives a less-than-average benefit. Surely this is a clear case of the young employee subsidizing the older employee.

Few unions have responded to proposals that would provide a death benefit more favourable to young workers. Such a benefit would be more related to need rather than income. These plans, referred to as "decreasing term insurance," provide higher benefits to young employees with big debts and young families; older employees, with grown families and their largest debts usually paid off, receive lower death benefits.

Union leadership

Many unions in subtle, and sometimes not so subtle, ways discourage young workers from positions of leadership. Although hard statistics concerning the age of union leaders are not available, it is obvious that young people are not represented in positions of leadership in proportion to their numbers. This is particularly so at senior levels.

Prof. Stuart Jamieson, writing for the federal Government's Task Force on Labour Relations, cites special problems in Canada that make the position of young potential labour leaders even more difficult: "There were insufficient new positions of leadership for the increasing numbers of young, ambitious workers entering the labour force and union ranks. These latter have tended to become an opposition group of 'Young Turks' in many unions. The incumbent older leaders have tended to hang on to their posts in the face of threats of growing competition and opposition. The frustration generated by this situation perhaps tends to be all the greater in many cases in Canada, because in many unions the incumbents in the most important positions of leadership are appointed by International Executives, or elected by the International conventions as a whole, so cannot be dislodged or voted out of office by dissident or rebellious Canadian memberships."

So today's young workers are convinced they're getting a "raw deal" on the job in matters of apprenticeship, promotions, job security, shift preference, vacations, pensions, group life insurance and leadership possibilities. Although these conditions have existed for some time for young workers, they have not caused a major problem for most unions. Young workers have generally accepted their lot. Once on the job, they quickly become absorbed into existing labour institutions and the industrial relations system, and all has been quiet on the youth front.

But a youth revolt is taking place everywhere—in the schools, colleges, and on the streets. So far, the labour movement has been relatively untouched. Can this state of tranquility persist in the face of all these felt injustices?

The answer is a definite "No!" No, because the working youth of today are far different from the working youth in any other period of our history. But it is not simply that youth is radical, idealistic, and impatient for change.

Numbers of young workers

In years gone by, older workers have been able to dominate the workplace and many of the labour unions by the sheer weight of numerical strength—a condition that has persisted in the Canadian workforce until recently. But the influx of the postwar boom of babies into the labour market has changed all that.

The accompanying table shows the changes that have occurred in the composition of the Canadian labour force, just in the last 10 years.

Labour Force Distribution by Age, 1961-1971

Age	June 1961	June 1971
14 to 19 years	9.5 per cent	11.5 per cent
20 " 24 "	12.3 " "	16.3 " "
25 " 34 "	23.1 " "	21.7 " "
35 " 44 "	22.6 " "	19.7 " "
Over 45 "	32.5 " "	30.8 " "
	100.0 per cent	100.0 per cent

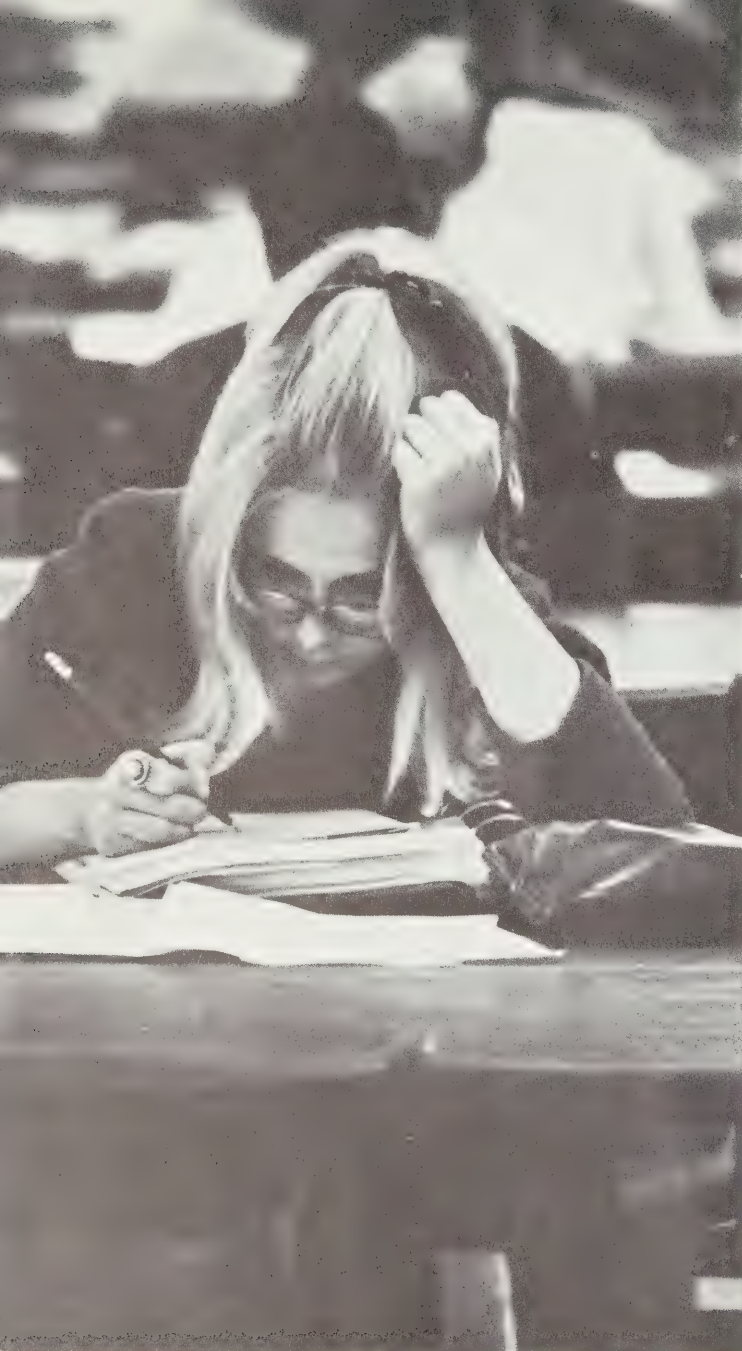


Ten years ago, 21.8 per cent of the labour force was under 25 years of age. Today the figure stands at 28.9 per cent. A decade ago, 45 per cent of the labour force was under 35. Today, 50 per cent of the workforce is under 35. The actual numbers, and the proportion of young workers in the workforce, will continue to increase during the decade of the 70s. These facts are sure to give these young workers a new sense of power, and to make them a force to be reckoned with.

During the last few years, we have witnessed an increasing number of instances wherein young people have used their numbers to bring about change. In an upset victory last spring, 24-year old Marc Zwelling, running on a reform platform, won the presidency of the 2,000-member Toronto Newspaper Guild. Twenty-nine-year-

old Tom Hart headed a youth slate in an election in traditionally conservative Local 353 of the International Brotherhood of Electrical Workers in Toronto. Running on a slogan "Let's make waves," the young unionists won control of the local executive.

Youthful Kurt Gayle, a mail clerk at the Toronto General Hospital, successfully led a campaign for decertification within the 1,000-member Service Employees International Union local, citing the conservative leadership of the past 20 years. Similar examples of youth taking over the leadership of union locals can be cited in the case of CUPE in Edmonton and Sudbury, the Labourers in Toronto, the Typos in Oshawa, and the CBRT in Toronto. And we can expect to see more challenges issued by youth to older established local union leaderships as the reform-minded younger members consolidate their numerical strength.



Union loyalty

Unions have found it almost impossible to develop among young members the kind of loyalty that was common to the founders and followers of early trade unionism. The vast majority of young workers did not have to engage in the fight for union recognition and union standards as their elders did. That common struggle, and the history of improved conditions it

achieved, developed union solidarity among the old-timers. **Not having had to participate in the fight for the benefits of the collective agreement, young workers tend to take them for granted. Their loyalty to the union stems from what the union is doing for them NOW—not on any achievements of the past.**

Loyalty is similarly a problem for unions experiencing rapid growth. For example, half of today's members of the Canadian Union of Public Employees were not members of CUPE four years ago. How do you build loyalty among the young under such conditions?

A new generation

About a year ago, the Acme Screw and Gear Company of Toronto told its United Autoworkers local that the union would have to accept a wage freeze for one year, or the plant would close. The issue divided the local into two camps—old and young. The older job-security-conscious members voted to accept the wage freeze. The younger, more militant members voted to strike for a wage increase.

Many of today's young workers have grown up in a period of affluence and have never experienced deprivation or a depression, or participated in a struggle. **Their expectations are high. Their conduct and attitudes are not tempered by the stories of how hard the struggle was in the old days. They are not impressed by the comment from older co-workers, "You've never had it so good"—that wages, conditions and benefits are so much better now because of the struggle and sacrifice of the older generation.**

Younger workers are also much more mobile than their older co-workers. They're more apt to throw over a job and move on. Unlike their parents and grandparents, they are unlikely to consider working for "the company" as a life-long career. Young workers are far better educated than the workers who preceded them in plants and offices a generation ago. This applies not only to formal education, but also to a general understanding of the world around them. Better education has given the young worker a sense of security and a sense of dignity that his predecessors never had. He doesn't bow and "yes sir" to the boss. He is able to reject the disciplined authority of his employer and his union as well.

An increasing number of young workers reject many of the traditional values of the capitalist system and its institutions. They reject materialism, religion, and the work ethic. **They are far less attached to a job per se. The young are more susceptible to the alienating effects of useless, superfluous, strictly consumer-oriented production. They will not be "bought off" as easily as their parents by the useless make-work projects typical of the Thirties.** The young not only resent and reject meaningless work, but they despise parents and older workers who claim to value it.

The young show much more concern than their seniors about social issues like pollution, Vietnam, racism and Canadian nationalism. They question all those high and mighty sanctimonious pronouncements on political morality from their elders. They show little or no concern for communism in the unions; for them it is a non-issue. This is in sharp contrast to the attitudes of present Canadian labour leaders, many of whom built their careers fighting against communism during the McCarthy era and are still trying to fight it today.

All of those educational, social and political differences are creating a real generation gap in the workplace. This has its spill-off into the unions where it develops further insecurity and resentment among the oldsters. Trying to preserve what they know and understand, they take up an attitude of exclusiveness and self-defence, thereby widening the communications gap.

Potential for change

Any institution, organized labour included, if it is to survive and grow, must constantly adapt to the changing conditions of the outside world and the changing conditions of its constituency. How well has labour adjusted? **It is doubtful whether most labour leaders have really sensed the need for any major change. Many of our established labour leaders hope that they will be able, as they have in the past, to change the attitudes and behaviour of the young workers so that they will embrace the traditional values of the labour movement.**

In spite of the potential and growing discontent of young people in the labour movement, most unions have no specific programs designed to meet the needs and aspirations of young workers. They have been slow

to respond to the challenges and aspirations of their younger members. Their preoccupations with the problems of internal union politics and collective bargaining has made it difficult for them to respond to the new needs of their memberships.

Unions have traditionally taken the position that the problems and goals of young workers are no different than those of any other workers. After all, workers are workers. All that is required is for the young worker to attend a few union meetings, and take a few courses in the history of the labour movement, union administration and collective bargaining. Once this is done, the young worker can be assimilated into the goals, ideals and structure built and developed by his elders.

Many labour centres around the world have developed youth departments and specific youth programs, but the Canadian Labour Congress, despite frequent urgings, has yet to do the same. The CLC believes that the young should operate within the existing labour standards; and if the old and the young work together, it will not be necessary to build "a separate room for the young in the house of labour."

With this gulf yawning between the younger and older workers, is it realistic to expect that the current relative tranquility within the ranks of labour will continue? It is naive to think that the kinds of societal happenings we have come to expect in the high schools, colleges and universities are somehow going to leave the labour movement unscathed. Given the uneasy situation that now exists in industry and the unions, it is not unreasonable to predict some variation of the outbreaks that have challenged our educational institutions.

These outbreaks if they come, could well be violent. Many young workers today are volatile, sensing that they have the most to lose. An economic downswing, coupled with discontent over union programs that fail to protect their interests, could provoke them into using any means available to accomplish their ends. This possibility has been confirmed by Jamieson's report for the Task Force:

"Trade unions have not been directly involved in the more dramatic cases of mass violence, such as the civil rights disturbances, the 'peace' marches, and the ghetto uprising of Negroes. Indeed, organized labour tends to be looked upon by . . . spokesmen of the New Left as part of the 'Establishment,' insofar as it represents generally the more secure and better-paid one third of the paid labour force.

"But it has undoubtedly been influenced by these developments and the violent conflicts they have engendered. This would be particularly true, perhaps, among large groups of younger rank-and-file members in the large trade unions. Organized labour has a long tradition of being fighter for the 'underdog,' and a long history of having to face repression and violence from authorities. **The young element in the trade union movement, as the less privileged group within the union establishment, perhaps tends to identify more with the underprivileged minorities generally, and to carry over into the industrial scene an attitude of revolt and a willingness to engage in violence and illegality in pursuit of what they feel to be justified goals.**"

Two current problems in Canada—unemployment and inflation—add a further dimension to this disturbing picture. The rate of unemployment is particularly high among the young. In April 1971, those under 25 years of age represented 24.9 per cent of the labour force—but 42.6 per cent of the unemployed!

At the present time, this huge army of unemployed youth is unorganized and lacks leadership. The older, established labour movement has shown no inclination to organize them. Therefore, when this group does organize, it will inevitably bring forward young leaders. If and when the young leadership of the unemployed combines its strength with a new youth leadership in organized labour, Canada will have a powerful new militant force to reckon with.

Current inflation puts an unduly heavy financial burden on the younger worker. He must pay almost twice the amount his older co-worker paid a decade ago to purchase a house. In addition, his mortgage exacts a usurious 9 to 10 per cent interest, compared with the 4 to 6 per cent being paid by the older worker. **No wonder many of the younger workers contend that the whole system is working against them. Very often, rightly or wrongly, this hostility gets directed against their union leaders.**

The situation today between young and old bears many similarities to the labour movement prior to the emergence of the CIO in 1935. The young CIO rebels wanted a fundamental change in the structure and program of the American Federation of Labour and its Canadian counterpart, the Trades and Labour Congress. The older leaders of the AFL and the TLC wanted to stick to the familiar old ways of a previous era. When the CIO leaders became convinced that the AFL was beyond change, they bolted that organization and established a new, separate and dynamic labour structure.

The young rebels of 1935, however, are now the older leaders of the 1970s. They now show much of the same resistance to change that they fought so hard against in their youth. If the established labour leaders continue to turn a blind eye to the fundamental changes taking place within their membership, they may be spurring on a "youth liberation movement" similar to the earlier CIO revolt.

The 1970 convention of the Canadian Labour Congress saw the emergence for the first time of a "Reform Caucus," made up of younger union members. The Caucus tried to inject a new dynamism into the CLC when it pushed for resolutions on Canadian autonomy, industrial democracy, social unionism, and action on the unemployment crisis. The Caucus ideas caught on quickly with many of the younger delegates. Nevertheless, the CLC establishment effectively steam-rolled most of its proposals. **The Caucus is now committed to working within the CLC structure. But if their ideas are rebuffed, who knows what other methods and means they may use to achieve their goals?**

Time may be running out for the older leaders of labour in Canada. Unless they develop programs that are more responsive to the needs and wishes of their young membership, they may find themselves the target of a youth revolt.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

Another demand for Canadian labour autonomy

More autonomy for the Canadian section of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers has been called for by the 300-member Canadian caucus of the union.

Meeting on the weekend prior to the Brotherhood's 29th annual conference from August 30 to September 3 in Montreal, the caucus proposed, among other resolutions, that the three Canadian international vice-presidents be elected exclusively by the Canadian delegates to the international convention. An exception to this rule would be the case of a Canadian delegate's presenting himself as a candidate for president-secretary, first vice-president or treasurer. In these cases, the candidate would have to be elected by the international convention. The broadening of the autonomy of the Canadian section proposed was in keeping with the guidelines adopted last year by the Canadian Labour Congress (LG, Aug. 1970, p. 558).

There were a series of other resolutions aimed at increasing Canadian control of the Brotherhood in Canada. The most sweeping one, from a local in Gatineau, Qué., advocated a Canadian union. Others were more moderate: that Canadian members constitute a separate unit to handle affairs in Canada through officers of their own choosing; that a per capita levy on Canadian members be sent to and administered by the union's Canadian director rather than to the international headquarters in the United States; that a supplementary strike

fund be established in Canada; that the Canadian director be authorized to approve the Canadian collective bargaining agreements, which now must be approved by the president-secretary of the international union, and that he generally be responsible for operations of the union in Canada; and that the number of Canadian vice-presidents of the international be increased to give more representation to the Atlantic provinces. There were also several resolutions that opposed separation of Canadian and U.S. membership in the union or formation of a Canadian union, as well as a recommendation that there be a commission of inquiry to study the matter. The resolutions were passed to the Brotherhood's general committee on the constitution for further consideration.

In a keynote address to the Canadian caucus on Saturday, L. H. Lorrain, the Canadian Director, echoed CLC objections to price and wage controls as a solution to Canada's present economic problems. Mr. Lorrain criticized the activities of the Prices and Incomes Commission and the federal Government's anti-inflationary programs because "they have tended to depress wage rates and cause unemployment to rise."

In his review of the present state of the Canadian pulp and paper industry, Lorrain questioned large government subsidies to companies building new pulp and paper mills. "The key question about incentives is whether new mills would be viable in the absence of government help, and whether these new mills will upset the markets of existing operations," he said. "Surely where it can be estimated that employment in an industry might not gain by the establishment of new productive units, then broad assistance schemes available to old plants would be preferable to the granting of large subsidies to single companies for the construction of new facilities."



The 1,200 delegates to the international convention rebuffed the set of strong proposals supplied by the Canadian caucus. They agreed to a recommendation of the resolutions committee to vote "non-concurrence" with the resolutions calling for a separate Canadian union or a separate Canadian unit within the Brotherhood. They backed, instead, resolutions opposing any such separation. The Canadian resolution calling for a committee of inquiry into the matter was, however, finally tabled for discussion later in the convention, along with the call for election of Canadian officers by Canadian delegates to the conventions.

The prime concern of the convention was the difficulty of dealing with multinational corporations. Labour groups must consolidate themselves into a world trade union council to deal with these bodies, stated Charles Levinson, General Secretary of the International Federation of Chemical and General Workers' Union. The council would represent workers in the leading corporations, "because this is where we want to extend the pressure," he said. "The days when a multinational company can take us on one at a time are over—they'll have to take all of us on."

In keeping with this theme, delegates approved a boycott of the products of two international companies: Kimberly-Clark Corp. of Neenah, Wis., and its Canadian subsidiaries, and Charmin Paper Products Co., a subsidiary of Proctor and Gamble Co. of Cincinnati. Urging the boycott, International President Joseph P. Tonelli described Kimberly-Clark and Charmin Paper as the most anti-union companies in the industry. About 190 pulp, sulphite members have been on strike since July 6 at the St. Catharines plant of Kimberly-Clark of Canada Ltd., Toronto, in what the union describes as a struggle to achieve parity with other workers doing the same jobs in the industry throughout Canada. The Brotherhood will seek support for the boycott from the Canadian Labour Congress and the AFL-CIO.

Other proposals approved included: a resolution to wire President Richard Nixon and other high officials of the U.S. Government seeking exemption from the surtax on products of the Canadian pulp and paper industry; a resolution opposing President Nixon's 90-day wage and price freeze in the U.S. and supporting the stand of the AFL-CIO; and a resolution calling for a merger of all international unions in the pulp and paper industry, directed mainly toward the merger of the Brotherhood with the United Papermakers, and the International Printing Pressmen and Assistants Union of North America.

Canadian-U.S. reaction to the Nixon surtax

Taking drastic steps to deal with the worsening economic situation in the United States, President Richard Nixon announced on August 15 that he was imposing a 10 per cent surtax on all dutiable articles imported into the U.S. after August 15.

Explaining his action, he stated that the surcharge must be imposed to rectify the U.S. balance of payments position. At the same time, he ordered a 90-day freeze on prices, rents, wages and salaries to strengthen the domestic economy.

Reaction from the U.S. labour movement was vehement in its disapproval. AFL-CIO President George Meany pointed out during a press conference that, although the President had frozen wages and salaries and had forbidden employers to implement wage increases already negotiated, he had taken no action to limit the earnings of business, investors, money lenders or speculators. The AFL-CIO Executive Council stopped short of recommending defiance of the law, but it did suggest to the union's affiliates that they re-negotiate at the first opportunity contracts where contractual provisions had been impaired. It flatly rejected also the Administration's prohibition of strikes within the 90-day period, saying that this was unlawful. Mr. Meany declared that AFL-CIO co-operation would only be forthcoming if there were "fair, equitable, across-the-board, mandatory controls on all cost prices and incomes, including profits, interest rates, dividends and executive compensation, as well as workers' wages and salaries."

The AFL-CIO's sentiments were echoed by other union bodies. Lawyers from the United Auto Workers, the United Mine Workers, the International Longshoremen's and Warehousemen's union and the Teamsters met with their opposite numbers in the AFL-CIO to discuss possible legal action against the freeze.

The Canadian reaction was unfavourable in both the business and labour communities. J.C. Whitelaw, Executive Vice-President of the Canadian Manufacturers' Association, stated that more than three billion dollars worth of Canadian exports to the United States, out of a total of eleven billion dollars worth, would be subject to the surtax. This would include most of Canada's manufactured exports, except for those covered by the auto pact and others such as crude oil, for which quotas are in effect.

He noted also that indirectly the effect would be even more serious because of the lower international value of the U.S. dollar. "The exchange differential will increase the disadvantage incurred by affected Canadian exports over and above the 10 per cent import tax," he said. The effects of all this would be disastrous for Canada: expansion of industrial production in Canada could be

retarded, and the level of unemployment increased; profit margins would be reduced, and less domestic capital would be available for investment.

Labour representatives in Canada had double cause for worry—both from the effect of the American surtax on Canadian exports and the example set by the wage-price freeze. CLC President Donald MacDonald warned that the Congress would oppose any such freeze in Canada “on the grounds that this kind of approach would be highly inequitable and hence unworkable in that it cannot be made to all forms of income.” L.H. Lorrain, Canadian Director of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, told the union’s Canadian caucus at its pre-convention meeting that wage and price controls were not a solution to Canada’s economic problems. The convention later endorsed a resolution calling for an appeal directly to President Nixon to lift the surtax on Canadian products.

The unions’ concern over the freeze found at least one confirmation in the statement by S.C. Eccles, Secretary of the Ontario Erectors Association, who advocated a wage freeze to get Ontario’s construction business back into full operation. The effects of the surtax were more

immediately and seriously evident. The E.B. Eddy Company, for example, announced that up to 111 men will be laid off at its Ottawa-Hull plant unless immediate action against the surtax is forthcoming. The company said 21 workers in Ottawa-Hull and about 45 at the company’s plant in Espanola, Ont., have already been laid off. It is only one of many enterprises considering similar action.

On September 7, the House of Commons took steps to neutralize the depressing effects of the U.S. action on exports, production and employment. Industry, Trade and Commerce Minister Jean-Luc Pepin introduced a bill into the Commons that would authorize the paying out of \$80 million to help Canadian industries hit by the surtax. By all-party agreement, the bill was given instant first reading, followed directly by discussion on second reading. Eligibility of an industrial plant for grant assistance will be determined by: the likelihood of the U.S. surcharge to cause “significant labour layoffs;” application of the surcharge to at least 20 per cent of the plant’s annual export production; and the undertaking by a company to maintain both employment and production at a satisfactory level. The level of the grants, based on last year’s export totals, will run “up to two thirds of the surtax applicable to the industrial plant.”

Toward a more committed trade unionism

The report presented by Jacques Brûlé, Québec Director of the Canadian Union of Public Employees, at the 8th convention of the organization’s “Québec Council,” held in Québec City on June 10 and 11, sheds some light on the present trends of trade unionism in the Province of Québec.

“Most North Americans are proud of the economic system in which they live—that is to say, proud of economic liberalism . . . based essentially on economic strength,” Mr. Brûlé declared. **The wage earners he said, “were crushed in the struggle between small and big giants.” They have attempted to obtain a fairer share of the profits, and have thus “centered their union activity on claiming improvements in their working conditions**

and wages, instead of tackling social matters.” It is easier to think of the immediate hopes—the collective agreement that will be negotiated at the end of the year—than to change the whole system and socialize it. “But, to keep their margin of profit . . . those holding the capital will then make up for their loss by having the consumer bear the brunt. And this consumer is you!”

Brûlé indicated after a time, this system began to be deemed rather uncomfortable. “Workers talk a lot about Sweden. The Swedish system is, by far, better than ours.” But “it is impossible to adopt this system here without completely reshaping our economic philosophy and policies. Sweden has had 150 years of industrial peace, and its political structures are highly social-

lized. The Swedish Government intervenes directly, and not merely as a mediator, in the settlement of disputes. It encourages co-operation between labour and management and is even a party to this co-operation."

The trade union movement of 1971 must fight on two parallel fronts, Brûlé continued. The first is that of having their demands met through traditional collective bargaining, and the second consists of getting across the idea that, if union members really want to change the system, they will "have to politicize their movement which, until now, has devoted more than 75 per cent of its energies to collective bargaining and has never been able to put up a serious battle at the social, political and economic levels."

Trade unionism in the service sector has made more progress in the Province of Québec than in Ontario, said Brûlé. But Ontario has more primary industries than Québec, and Ontario workers are favoured both by the number and the quality of jobs in this sector. The Québec worker has more restricted choice than the Ontario worker, a fact borne out by the unemployment rate in Québec, which is at least twice as high as that in Ontario.

"On the other hand, in some sectors, the Québec trade unionists, thanks to spectacular struggles, have managed to obtain from their employers working conditions that are as good as those of their neighbours. This is the case of employees of Hydro Québec and the City of Montreal. Certain groups in the sector of big business managed also to obtain parity with the Ontario workers. Thus, the gap between the wages of the more favoured and those of the less favoured is much more striking in the Province of Québec.

"Will this gap sooner or later break down solidarity among various groups of workers?" Brûlé asked. "We know very well that a growing number of unorganized workers, unemployed, to say nothing of students, look upon organized workers as privileged persons pleased with their social status." **He warned workers who have benefited from trade unionization not to think of themselves and behave as a class jealously defending the privilege of being the only one to improve its working conditions.**



Jacques Brûlé

For several years, said Brûlé in his concluding remarks, the Québec Federation of Labour has been advocating the extension of bargaining rights. "The idea is gaining ground, and we are at the stage where all the implications of such formula—sectorial bargaining—must be examined. It is a case of establishing the machinery well, so that it can better serve the interests of all the workers, while offering each and every individual some control over his working environment."

Canada in 1985

Crystal-ball gazing based on sound scientific research predicts that the Canadian economy will undergo a major transition in the 1970s and 80s, emerging by 1985 into a post-industrial society characterized by mass consumption, technological advancement and affluence. These economic changes, stemming from the decline of industry as the prime motivating force in society, will be reflected in the corporate environment and in society as a whole.

These are some of the projections in a report of the Canadian Committee of the Hudson Institute, presented to the Canadian Public Relations Society's annual meeting in July in Vancouver. Dr. William Cruickshank, Chairman of the Canadian Committee and Vice President of Environmental Studies for Bell Canada, warned that "on the corporate side, a lot of traditional management beliefs long held almost sacred are in question today . . . The whole issue of so-called management prerogatives is in question under the heading of democratization."

It is precisely because the future holds radical changes that will necessarily fragment traditional social relationships and values that the Hudson Institute was formed.

Under the direction of Herman Kahn, the Institute is a non-profit private research centre devoted to the study of major problems affecting such areas as public policy and international development—originally from the viewpoint of the United States only.

Daniel Bell, Chairman of the Commission of the Year 2000, sponsored by the American Academy of Arts and Sciences, related its creation to a novel turn in the history of prediction-making. "Every society today is consciously committed to economic growth, to raising the standard of living of its people, and therefore to the planning, direction and control of social change," he said in a book titled *The Year 2000*. Present forecasting studies are therefore "oriented to specific social-policy purposes; and along with this new dimension, they are fashioned, self-consciously, by a new methodology that gives the promise of providing a more reliable foundation for realistic alternatives and choices, if not for exact prediction."



Continued Mr. Bell: "What is central, therefore, to the present future studies is the effort to sketch 'alternative futures'—in other words, the likely results of different choices, so that the polity can understand the costs and consequences of different desires." Policy-makers will then be "in a position to deal with whatever future actually arises, to be able to alleviate the bad and exploit the good."

The Canadian Committee of the Institute has therefore produced its projections with the understanding that, because they contain all the theory, logic, projection, observation and intuition possible, one should not be surprised if the projections turned out to be right. Accordingly, in terms of economics, the average Canadian income will be about \$5,300 per capita in the year 1985, up from \$3,450 in 1969 (using 1967 constant dollars), and Canada will therefore qualify as a post-industrial society by passing the \$5,000 level the Hudson Institute defines as the minimum for such a society.

In making these projections, the Institute assumes that there will be world peace for the rest of the century, and that the accelerated growth rate since 1945 will continue. **Canada's population will reach 27.5 million by 1985. There will be no chronic labour shortage, unlike most highly industrialized societies, said Mr. Cruickshank, because there will be almost a 50-per-cent increase in the labour force.** It is also expected that by 1985, the population will be older and more mature, and that youth problems will recede in importance. The shorter workweek will have arrived, and more people will be taking second jobs.

The GNP will increase at an average annual rate of 4.75 per cent to reach \$145 billion in 1985, double today's level. With this greater national wealth, more emphasis will be placed on human needs. **Issues affecting the**

quality of life, such as pollution and social problems and ways of dealing with them will receive greater prominence and a larger allocation of resources. Government at all levels will occupy 40 per cent or more of the GNP, compared with 34 per cent today, and an increasing portion of Canada's total expenditures, including investment, will be channelled through public agencies.

The trend toward the welfare state will continue, with a guaranteed annual income a reality by 1985; but income disparities will remain significant and highly visible. Regional alienation, separatism and economic inequalities will persist, but the Committee believes that concerted effort will keep Canada one united and independent country. Nationalism and independence from U.S. influences will continue to be emphasized. By 1985, most Canadians will be city dwellers. Urban

growth will be well managed, and the city-state will emerge as a threat to provincial and federal structures. Increasing urbanism will be accompanied by rising crime. Dissent and alienation will be more common, with minority groups assuming greater importance. Their attack is expected to be focused on remaining economic disparities. In this post-industrial society, the role of the family will decline in importance.

Externally, Canada's relative position will decline, while that of other countries, such as Japan, will grow at a faster rate. Our economy will continue to depend heavily on trade, and our natural resources will still be in high demand and will continue to provide a significant proportion of national revenues. A decreasing percentage of the GNP will be allocated to defence.

General topics

Employment review

Total employment in July, not adjusted for seasonality, was 8,554,000, an increase of 246,000 over the June level, and 253,000, or 3.0 per cent, higher than in July 1970. The actual number of persons unemployed (not seasonally adjusted) declined from 551,000 to 514,000, and was 4,000 less than in July 1970. The labour force, at 9,068,000, was 209,000 higher than in June, and 249,000, or 2.8 per cent, above the July 1970 level. The seasonally adjusted unemployment rate in July was 6.3, slightly lower than in June.

Employment

Between June and July employment among persons 14 to 24 was above average at 270,000, but declined by 40,000 among persons 25 and over.

Among major industries, the monthly increases were above average in other primary industries, 11,000, and finance, insurance and real estate, 10,000. There was an unusual increase in service, 42,000. Increases in agriculture and trade were average and in public administration, construction and transportation, communication and other public utilities, below average.

Seasonally adjusted employment

The seasonally adjusted level of national employment rose to 8,111,000 from 8,049,000 in June. The increases were confined to Québec and Ontario and were particularly marked among women workers.

Unemployment

Compared with a year ago, unemployment at 514,000 was slightly lower than the July 1970 level of 518,000. The largest decline in unemployment was in Ontario where there was an above-average decrease of 35,000 from the June total. By age group, unemployment between June and July declined by 20,000 among persons 14 to 24 years and by 17,000 for those 25 years of age and over.

Seasonally adjusted unemployment rate

The seasonally adjusted unemployment rate declined slightly to 6.3 in July from 6.4 per cent in June. The monthly changes for main age and sex groups were relatively small, the largest being a decline in the rate for women aged 25 and over from 3.0 to 2.7 per cent of the labour force. Regionally, there was a decrease in the seasonally adjusted unemployment rate for Ontario from 5.1 to 4.6 per cent between June and July. There were increases in the Atlantic Region, Québec and the Prairie Region and no change in British Columbia.

U.S. employment

Unemployment in August was 5,100,000 compared with 5,300,000 in July. The seasonally adjusted rate of unemployment was 6.1 per cent compared with 5.8 per cent in the previous month; the actual rate of unemployment was 5.9 per cent compared with 6.2 per cent. The civilian labour force was 85,678,000.

Unemployment insurance fund

During July, 1971, 19,012 investigations were completed across Canada. Of these, 10,651 were on-premises investigations and 2,562 were selective investigations to verify the fulfilment of statutory conditions. The remaining 838 formal investigations and 4,961 post-audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations, numbered 2,102. Prosecutions were begun in 67 cases, all against claimants. This does not include employer prosecutions started by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in July totalled \$55,490,172.44 compared with \$51,835,158.64 in June and \$56,714,551.54 in July 1970. Benefits paid in July totalled \$43,870,629.02 compared with \$49,199,842.42 in June and \$43,854,344.73 in July last year. The balance in the Fund on July 31, 1971 was \$258,747,974.96 compared with \$247,128,431.54 at the end of June and \$420,791,375.84 at the end of July 1970.

November credits

Unemployment insurance report, p. 742, originates with the Unemployment Insurance and Manpower Section of Statistics Canada. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 746, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 748, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 725, 727, 728, 740. The Public Archives of Canada: p. 720. Murray Mosher: p. 723. George Hunter, Toronto: p. 732. CN Photo: p. 745.



Price indexes



Consumer, July

The consumer price index (1961 = 100) advanced 0.8 per cent to 134.1 in July from 133.0 in June, and was 2.8 per cent higher than in July 1970.

The food index increased 2.2 per cent to 133.3 from 130.4, in June and was 0.5 per cent above the same monthly period a year ago. In July, the price level of food consumed at home rose 2.5 per cent; restaurant meals advanced 0.8 per cent. Prices for fresh vegetables rose 9.2 per cent and fresh fruit 0.1 per cent. Increases registered among other fresh vegetables were: tomatoes 27.2 per cent; onions 11.6 per cent; potatoes 10.0 per cent and carrots 8.5 per cent. The meat, fish and poultry index advanced 1.1 per cent, but was 2.2 per cent below its level of a year ago. Beef prices advanced 1.3 per cent but pork prices, in response to special prices for bacon, declined 0.1 per cent to reach a level 14.4 per cent below that of July 1970. The poultry index rose 3.8 per cent. Among staple foods, increases were recorded for flour 0.5 per cent; butter 0.2 per cent; and bread 0.2 per cent. Sugar prices declined 0.5 per cent. Most dairy product prices registered advances, and increased prices were also recorded for miscellaneous foodstuffs including catsup 2.6 per cent; jelly powder 2.3 per cent; tea bags 2.0 per cent; doughnuts 1.6 per cent; and vegetable soup 1.1 per cent. Margarine prices declined 2.8 per cent, and egg prices 0.6 per cent to reach a level 9.4 per cent below that of a year ago.

The housing index advanced 0.6 per cent to 137.1 from 136.3 reflecting increases of 0.5 per cent in the shelter component and 0.6 per cent in the household operation component. Within the shelter component, the home ownership element advanced 0.8 per cent and rents moved up 0.1 per cent. Within household operation, the fuel and lighting index increased 0.5 per cent as higher rates were recorded in some cities for electricity and gas. Higher wages were recorded for household help in a number of cities. An advance of 10 per cent in the postage index reflected basic changes in the surface and air-mail rate structure. Increased prices for scouring powder, floor wax and detergents were responsible for a 0.3 per cent rise in the household supplies index. Higher prices for towels and cotton sheets resulted in a 0.8 per cent advance in the household textiles index, and the furniture index rose 0.3 per cent mainly due to increased prices for living room suites and kitchen sets. The utensils and equipment and floor coverings index were unchanged. In the 12 months to July 1971 the housing index advanced 4.3 per cent.

The clothing index advanced 0.4 per cent to 129.1 from 128.6, and was 1.7 per cent above its July 1970 level. The largest increase, 0.9 per cent, was recorded for the men's wear component and was mainly due to higher prices for suits, business shirts, undershorts, slacks and topcoats. These increases were partially offset by reduced prices for windbreakers, work trousers and nylon socks. The women's wear index was 0.3 per cent as higher prices for pyjamas and undergarments outweighed lower prices for hosiery and rayon dresses. The indexes for children's wear and footwear advanced 0.2 per cent. Sales on cotton and rayon dress material caused a 0.6 per cent decline in the prices of piece goods.

The transportation index was unchanged from its June level of 130.1 and was 3.9 per cent above its July 1970 level. Lower gasoline prices in a number of cities were responsible for a decrease of 0.2 per cent in the automobile operation component. There was an increase of 0.5 per cent in the price of motor oil. New car prices declined 0.1 per cent, with usual decreases as the model year progresses, more than offsetting higher prices for some models that are in short supply.

The health and personal care index was unchanged at 142.2 and was 1.7 per cent above its level of July 1970. A decline of 0.2 per cent in the personal care supplies' prices offset a 0.3 per cent increase in dentists' fees—attributable to higher dental charges in Manitoba. Lower prices for toilet soap, shaving cream and cleansing tissues were responsible for the decrease in the personal care supplies' index.

The recreation and reading index increased 0.1 per cent to 135.5 from 135.4 as a result of higher newspaper prices in some cities. It was 2.3 per cent higher than a year ago.

The tobacco and alcohol index at 128.7, was unchanged, and was 1.7 per cent above its July 1970 level. The liquor index decreased slightly because of a minor adjustment in Ontario prices, but this was not sufficient to move the component index.

City consumer, July

The consumer price index (1961 = 100) rose in all regional cities and city-combinations, with increases ranging from 0.2 per cent in Québec and Winnipeg to 0.7 per cent in Ottawa, mainly because of a rise in most of the cities' food indexes.

Food indexes advanced at least 1.0 per cent in all cities except St. John's and Vancouver where increases of 0.8 per cent were recorded, and Winnipeg, where there was a decline of 0.2 per cent. In the 12 months July 1970-71, food indexes for all cities except Edmonton-Calgary and Vancouver rose no more than 1.0 per cent. Increases in the latest month were mainly as a result of higher quotations for beef cuts and fresh vegetables. The housing components advanced in all cities; clothing indexes increased in 10 cities, declined in one, and remained unchanged in one. Components for transportation and for health and personal care registered mixed movements across the country. Recreation and reading indexes rose in two cities because of increased newspaper subscription rates. The components for tobacco and alcohol in all cities were unchanged.

Other price changes were: Ottawa +0.9 to 131.8; Halifax +0.8 to 127.6; Montreal +0.7 to 127.2; Toronto +0.7 to 130.2; Saint John +0.6 to 126.1; Edmonton-Calgary +0.6 to 128.2; Saskatoon-Regina +0.5 to 123.7; Vancouver +0.5 to 127.3; St. John's +0.4 to 124.1; Winnipeg +0.2 to 128.9.

Wholesale

The general wholesale index (1935-39 = 100) increased 0.6 per cent in July to 291.0 from the revised June index of 289.4. It was 1.7 per cent higher than the July 1970 index of 286.0. Each of the eight major group indexes were higher than in June 1971.

The wood products group index advanced 1.0 per cent to 399.0 from 394.9 on higher prices for fir, spruce, and cedar. A rise of 0.8 per cent to 317.9 from 315.5 in the iron products group index was mainly due to price increases for rolling mill products, wire and pipe and tubing, offset only partially by the continuing decline in scrap. Higher prices for milk and its products, and cured meats, were the principal items responsible for an increase of 0.5 per cent to 322.5 from 321.0 in the animal products group index. The non-metallic mineral products group index moved up 0.5 per cent to 226.7 from 225.5 on higher prices for asbestos and lime. There were increases of 0.3 per cent or less in four major group indexes; vegetable products to 238.0 from 237.4, textile products to 262.2 from 261.5, chemical products to 240.5 from 239.8, and non-ferrous metals to 263.0 from 262.4.

Unemployment insurance report

A total of 142,000 initial and renewal claims were filed in local UIC offices across Canada during June, a decline of 13,000 or 9 per cent from the May 1971 figure of 155,000. The current total represents a modest increase of 4,000 or 3 per cent in claims filed during June 1970.

All provinces, except for Prince Edward Island, which showed a 4 per cent rise, shared in the decrease in claims filed for the May to June 1971 comparison, rang-

ing from a low of 3 per cent in British Columbia to a high of 35 per cent in Newfoundland. The year-to-year comparison, however, revealed that all provinces recorded heavier claim loads ranging from 3 per cent to 43 per cent, with the exception of British Columbia, which reported a 30 per cent decline.

At the end of June, a total of 420,000 claimants for unemployment insurance benefit were registered at all

Summary Table

Activity	June 1971	May 1971	June 1970	Cumulative Data	
				January to June 1971	12 months ending June 1971
(in thousands)					
Insured population at end of month.....	—	5,767	5,672	—	—
Initial and renewal claims filed:					
Total.....	142†	155	138†	1,222	2,299†
Initial.....	109	126	101	965	1,747
Renewal.....	32	29	38	257	553
Claimants currently reporting to local offices.....	420	496	442	721*	593*
Beneficiaries (weekly average).....	279	550	254	574	428*
Weeks compensated.....	1,396	2,199	1,144	14,691	22,166
Benefit paid.....	49,200**	77,541**	40,509	527,689**	788,845**
Average weekly benefit.....	\$35.25*	\$35.26*	\$35.39	\$35.92**	\$35.59**

* Monthly average.

† Discrepancy between totals and subtotals due to rounding.

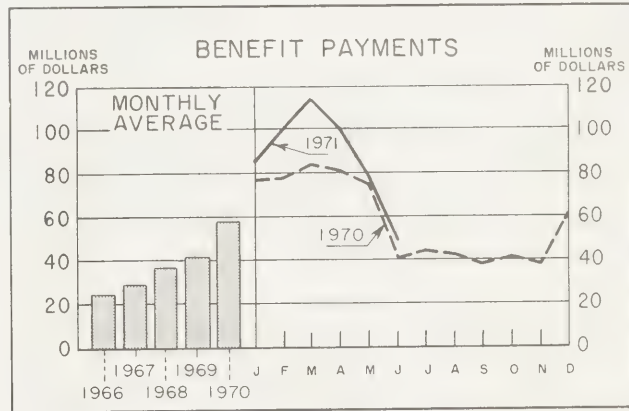
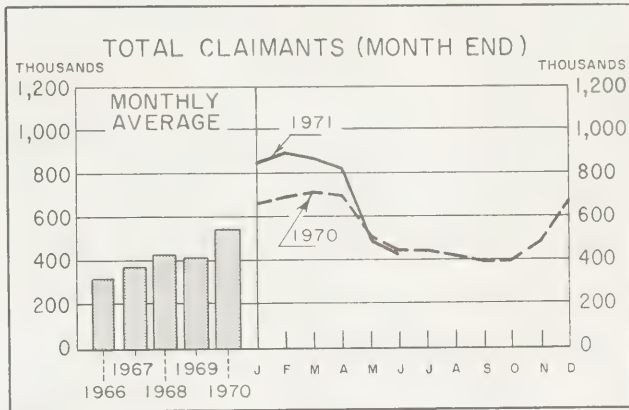
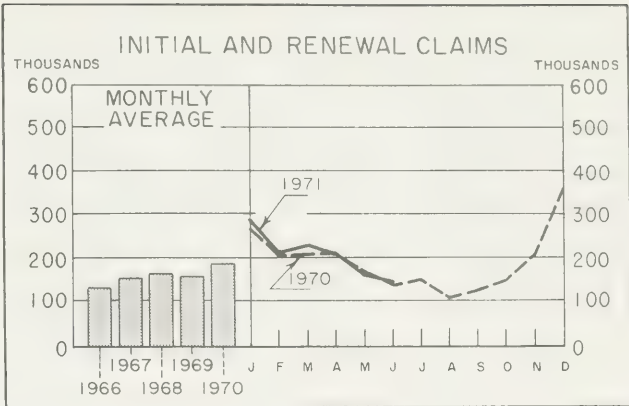
**Supplementary unemployment insurance benefits not included.

offices in Canada, a drop of 76,000 or 15 per cent from the previous month. The decline in the month-end count was spread throughout all provinces with a minimum reduction of 11 per cent.

For the June 1970 to June 1971 comparison, a decrease of 5 per cent in the total count resulted because of fewer claimants in Quebec, Ontario and British Columbia. The remaining provinces reported larger numbers of claimants registered this year than in 1970. Male claimants were 15 per cent fewer, while females rose by 13 per cent.

The estimate of the average number of weekly beneficiaries in June was 279,000, 49 per cent less than the May estimate of 550,000 but 10 per cent greater than the estimate of 254,000 for June 1970. The decline in the month-to-month figures is attributed for the most part to the termination of the seasonal benefit in mid-May. The monthly average of beneficiaries for the first half of 1971 stands at 574,000, some 87,000 or 18 per cent higher than in the same period for 1970

Benefit payments and average weekly benefits (in parentheses) amounted to \$49 million (\$35.25) in June, \$78 million (\$35.26) in May, and \$41 million (\$35.39) in June 1970. The Supplementary Unemployment Insurance Benefit of 10 per cent, effective January 3, 1971, has not been included in the above figures.



Employment fatalities

Second quarter, 1971

There were 143 employment fatalities in industry during the second quarter of 1971, according to initial reports submitted to the Department of Labour. This figure compares with the final total of 198 fatalities reported for the second quarter of 1970, 41 more than the previously published total of 157 for that quarter (LG, Nov. 1970, p. 111). The revised data on the first quarter of 1971 indicate that there were 209 employment fatalities recorded in Canada, 48 more than the preliminary figure of 161 (LG, Aug., p. 525). These fatalities occurred among persons gainfully employed, and happened during the course of, or arose out of, their employment. They also include deaths resulting from industrial diseases.

During the second quarter of 1971, 10 multi-fatality accidents were reported, providing information on the deaths of 25 workmen. Two men in St. John, B.C., died of gas inhalation at an oil field construction site, and another three men perished in a flash fire when an oil well blew in Saskatchewan. Two separate aircraft crashes claimed the lives of three men each, one near Cranbrook, B.C., and the other near Dorval, Qué. A blasting accident resulted in the deaths of two workers in the mining locality of Thompson, Man. Near Campbell, B.C., two men died from exposure when their boat struck a deadhead and sank during a storm. In another water accident, three men drowned on a fishing trip in the Gulf of St. Lawrence when their boat capsized and

sank. Bowden, Alta., was the scene of a head-on train accident that took the lives of two railway employees; and a truck-car head-on collision resulted in the deaths of two Ottawa area residents as they were returning from a staff training session. In Sarnia, Ont., three construction men were electrocuted on a construction site when the boom on their crane touched a hydro line.

Of the 143 fatalities reported, the largest number, 29 or 20.3 per cent, occurred in the transportation industry (see Table H for complete statistics). Twenty-eight fatalities occurred in construction, 26 in manufacturing, 16 in mining, 13 in the service industry, 11 in forestry, 10 in trade, 6 in public administration, and 4 in fishing. No fatalities were reported in agriculture or finance.

Table H indicates that, for the seven age groups analyzed, 28.6 per cent of the fatalities occurred in the 35-44 grouping; 20.3 per cent in the 45-54 age group; 16.8 per cent in the 55-64 age group; 14.7 per cent in the 25-34 age group; 11.2 per cent in the 65-and-over group; 4.2 per cent in the 20-24 age group; and 2.8 per cent in the 14-19 age group. For two fatalities, accounting for 1.4 per cent, no ages were given for the employees involved.

The occupational group of craftsmen incurred the largest number of fatalities, with 43 or 30.0 per cent of the total. At the other extreme were the clerical groups, with one fatality, representing 0.7 per cent, and agriculture and sales occupations with no reported fatalities.

Table H reveals also that most of the fatalities, 38 or 26.5 per cent, were the result of collisions and derailments. Falls and slips, and being struck by an object ranked second, each with 29 fatalities or 20.3 per cent of the total. The least number of accidents resulted from over-exertion, with 3 fatalities or 2.1 per cent, and from striking-against mishaps where there were no fatalities reported.

Preliminary reports indicate that there were no fatalities in Prince Edward Island, the Northwest Territories or the Yukon for the second quarter of 1971. The 143 fatalities were recorded by province as follows: 1 in Newfoundland, 2 in Nova Scotia, 6 in New Brunswick, 17 in Québec, 45 in Ontario, 6 in Manitoba, 9 in Saskatchewan, 19 in Alberta and 38 in British Columbia.

Revised figures for the second quarter of 1971 will be published in the February 1972 issue of The Labour Gazette.



Railway arbitration

One dispute was dealt with by the Canadian Railway Office of Arbitration in Montreal on July 13, 1971. The case was decided in the company's favour.

Case No. 295: An ex parte dispute between CP Rail (Eastern Region) and the United Transportation Union over failure to agree on the elimination of the position of head-end brakeman on four passenger trains.

The company's representatives had complied with the terms of the collective agreement to the letter. They had first notified the local and general chairmen of the union of their intention. The union, after discussing the matter with company officials, invoked its right to dispute the deletion because of possible safety hazards and

overwork of the remaining crew members. The company held the mandatory one-week survey period, during which time the union representatives observed operations of the trains in question, and compiled specific examples to back their objections. Among a list of ten items, they noted that the head-end brakeman would no longer be there to help the conductor look after the day coach passengers, to do inspections, air brake tests, or switching, to lend a hand in case of an accident or to control unruly passengers. The arbitrator granted that passengers might be inconvenienced by the deletion, but said that this matter was not within his purview. He dealt with the ten items in turn and concluded that neither separately nor together did they constitute a safety hazard or a burden for others. The case was therefore decided in the company's favour.

Certification

The Canada Labour Relations Board met for one day during August. It granted three applications for certification, rejected one, and permitted the withdrawal of three. During the month the Board received 22 applications for certification and four requests for review of earlier decisions.

Applications for certification granted

Canadian Air Line Employees' Association on behalf of a unit of sales and traffic employees employed in Canada by Pacific Western Airlines Ltd., Vancouver, B.C. (LG, Sept., p. 631).

International Union of Operating Engineers, Local 115, on behalf of a unit of pile driving employees employed in the Yukon Territory by Yukon Construction Company Limited, Edmonton, Alta. (LG, July, p. 477).

Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and helpers employed by Vanstor Transport Co. Ltd., Richmond Hill, Ont. (LG, Sept., p. 631).

Application for certification rejected

Local 518, International Longshoremen's and Warehousemen's Union, Canadian Area, applicant, and Superintendence Company (Canada) Ltd., Vancouver, B.C., respondent. The Board held that the application was rejected because the applicant had requested permission to withdraw the application in which a hearing had been fixed (LG, Sept., p. 631).

Applications for certification received

United Steelworkers of America on behalf of a unit of catering employees located at Yellowknife, NWT, employed by Dominion Catering Company Limited, Toronto, Ont. (Investigating Officer: A.E. Koppel).

Seafarers' International Union of Canada on behalf of unlicensed employees employed aboard vessels of Kent Line Limited, Saint John, N.B. (Investigating Officer: R.L. Kervin).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of licensed ships' officers employed by Canadian National Railways, Montreal, Que. aboard the Car Ferry Service in Sarnia, Ont. (Investigating Officer: K. Hulse).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed employees employed by Canadian National Railways, Montreal, Que. aboard the Car Ferry Service in Sarnia, Ont. (Investigating Officer: K. Hulse).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of watchmen employed by Western Terminals Limited, Corner Brook, Nfld. (Investigating Officer: W.J. Gillies).

Le Syndicat des Employés Salariés de l'Aluminium du Canada Limitée, Port-Alfred, on behalf of a unit of clerks and other office employees and tug captains employed by Aluminium du Canada Limitée, Port-Alfred, Qué. (Investigating Officer: Miss M.-P. Bigras).

Le Syndicat des Employés de l'Aluminium du Canada Limitée, Port-Alfred, on behalf of a unit of patrolmen and gatemen employed by Aluminium du Canada Limitée, Port-Alfred, Qué. (Investigating Officer: Miss M.-P. Bigras).

Le Syndicat des Employés de l'Aluminium du Canada Limitée, Port-Alfred, on behalf of a unit of longshoremen, maintenance men, lineman-tug, and other employees employed by Aluminium du Canada Limitée, Port-Alfred, Qué. (Investigating Officer: Miss M.-P. Bigras).

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Meyers Transport Limited, Campbellford, Ont. (Investigating Officer: H.A. Fisher).

General Truck Drivers and Helpers Local 31, General Teamsters Union, Local 181, General Teamsters Local 362, Chauffeurs, Teamsters and Helpers Local 395, General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by Millar & Brown Ltd., Cranbrook, B.C. (Investigating Officer: A.A. Franklin).

General Truck Drivers and Helpers Local 31, General Teamsters Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by Little Chief B-Line Express Ltd., Calgary, Alta. (Investigating Officer: A.A. Franklin).

General Truck Drivers and Helpers Local 31, General Teamsters Local Union No. 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and a unit of employees employed by Loiselle Transport Limited, Vancouver, B.C. (Investigating Officer: G.W. Rogers).

General Truck Drivers and Helpers Local 31, General Teamsters Union Local 181, General Teamsters Local 362, General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by Gill Alltrans Express Ltd., Burnaby, B.C. (Investigating Officer: G.W. Rogers).

General Truck Drivers and Helpers Local 31, General Teamsters Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by Kingsway Freightlines Ltd., Burnaby, B.C. (Investigating Officer: G.W. Rogers).

General Truck Drivers and Helpers Local 31, General Teamsters Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by Canadian Freightways Ltd., Calgary, Alta. (Investigating Officer: A.A. Franklin).

General Truck Drivers and Helpers Local 31, General Teamsters Local 362, General Drivers, Warehousemen and Helpers Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by Johnston Terminals Ltd., Vancouver, B.C. (Investigating Officer: G.W. Rogers).

General Truck Drivers and Helpers Local 31, General Teamsters Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by Shorty's Transport Ltd., Calgary, Alta. (Investigating Officer: A.A. Franklin).

General Truck Drivers and Helpers Local 31, General Teamsters Local 362, General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by M & P Transport (Western) Ltd., Edmonton, Alta. (Investigating Officer: A.A. Franklin).

United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of carpenter and apprentice employees of Solar Construction Northern Limited, Edmonton, Alta., employed in the District of MacKenzie and that portion lying directly North (Investigating Officer: A.E. Koppel).

United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of carpenter and apprentice employees of Poole Construction Ltd., Edmonton, Alta., employed in the District of MacKenzie and that portion lying directly North (Investigating Officer: A.E. Koppel).

General Teamsters Union Local 181, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed by A & A Trucking Ltd., Kamloops, B.C. (Investigating Officer: D.H. Cameron).

Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (System Division No. 7) on behalf of a unit of employees of Canadian Pacific Air Lines Limited, Vancouver, B.C., employed in Flight Crew Scheduling Offices.

Requests for review

The Board received a request from the Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America for a review of its decision of July 29, 1971. The Board's decision rejected the application for certification it had made for a unit of telephone operators employed by Voyageur (1969) Inc., Montreal Qué., because the unit as applied for is not appropriate for collective bargaining (LG, Oct., p. 690).

The Board received a request from the National Association of Broadcast Employees and Technicians seeking amendment of the Board's Orders of March 22,

1957, and May 31, 1957, which certified it as the bargaining agent of a unit of employees of Newfoundland Broadcasting Company Limited, St. John's, Nfld.

The Board received a request from the National Association of Broadcast Employees and Technicians seeking an amendment of the Board's Order of April 2, 1971, that certified it as the bargaining agent of a unit of employees employed at radio stations CHLT-AM and CHLT-FM by CHLT Radio Sherbrooke Limitée, Sherbrooke, Qué. (LG, May, p. 398).

The Board received a request for review from the National Association of Broadcast Employees and Technicians seeking amendment of the Board's Order of April 5, 1971, that certified it as the bargaining agent of a unit of employees employed at television station CHLT-TV by CHLT-TELE-7 Ltée, Sherbrooke, Qué. (LG, May, p. 329, June, p. 398).

Conciliation

During August the Minister of Labour appointed conciliation officers to deal with the following disputes:

CHLT Radio Sherbrooke Ltée, Sherbrooke, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: M. Archambault).

CHLT Télé-7 Ltée, Sherbrooke, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: M. Archambault).

Telegram Printing & Publishing Co. Ltd. (Radio Station CKTS-AM), Sherbrooke, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: M. Archambault).

St. Eustache Transport Inc., St. Eustache, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: M. Archambault).

The St. Lawrence Seaway Authority (Engineering Branch) and Public Service Alliance of Canada (Conciliation Officer: H. A. Fisher).

Maurice Guillemette Inc., St-Grégoire, Cte Nicolet, Qué., and Local 298, Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: M. Archambault).

Alaska Trainship Corporation and Seafarers' International Union of Canada (Conciliation Officer: D. H. Cameron).

Consolidated Aviation Fueling of Toronto Ltd., Toronto International Airport, and District Lodge 717, International Association of Machinists and Aerospace Workers (Conciliation Officer: K. Hulse).

Royal Canadian Mint, Ottawa, Ont., and Public Service Alliance of Canada (Conciliation Officer: K. Hulse).

Canadian National Hotels Limited (Fort Garry Hotel), Winnipeg, Man., and Local 272, Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. E. Koppel).

Maple Leaf Mills Limited, Calgary, Alta., and Canadian Food and Allied Workers, Local P1145 (Conciliation Officer: D. H. Cameron).

H. M. Trimble & Sons Ltd., Calgary, Alta., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron).

Canadian National Hotels Limited (Bessborough Hotel), Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. E. Koppel).

Pan-American World Airways Incorporated, Toronto, Ont., and Fuel, Bus, Limousine, Petroleum Drivers & Allied Employees, Local 352, Miscellaneous Workers, Wholesale and Retail Delivery Drivers and Helpers, Local 351, Cartage and Miscellaneous Employees, Montréal and Vicinity, Local 931 and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: H. A. Fisher).

Settlements by conciliation officers

Zenith Transport Ltd., Burnaby, B.C., and General Drivers and Helpers, Local 31 (Conciliation Officer: A. A. Franklin) (LG, Sept., p. 627).

Yukon Builders' Exchange and Contractors' Association (representing General Enterprises Ltd.; G. W. Ledingham (Yukon) Ltd.; Humphrey Construction Ltd.; 918 Construction Ltd., and Liard Construction Ltd.), Whitehorse, Y.T., and International Union of Operating Engineers, Local 115 (Conciliation Officer: G. W. Rogers) (LG, Aug., p. 546).

Yukon Builders' Exchange & Contractors' Association (representing General Enterprises Ltd.; G. W. Ledingham (Yukon) Ltd.; Humphrey Construction Ltd.; and 918 Construction Ltd.), Whitehorse, Y.T., and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: G. W. Rogers) (LG, July, p. 478).

Len Doey Construction, Whitehorse, Y.T., and United Brotherhood of Carpenters and Joiners of America, Local Union No. 2499 (Conciliation Officer: G. W. Rogers) (LG, July, p. 478).

Eastern Transport Limited, Truro, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 505 (Conciliation Officer: C. A. Ogden) (LG, June, p. 394).

Conciliation boards appointed

Alaska Trainship Corporation and Seafarers' International Union of Canada (see above).

Bell Canada, Montréal, Qué., and Traffic Employees' Association (LG, Oct., p. 692).

National Harbours Board, Port of Vancouver, and Vancouver Harbour Employees' Association, Local 517—I.L.W.U. (LG, Oct., p. 692).

Nordair Limited, Montréal International Airport, and Canadian Air Line Pilots' Association (LG, Sept., p. 627).

Canadian Lake Carriers' Association (representing certain member companies) and Canadian Marine Officers' Union (LG, Aug., p. 545).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established to deal with a dispute between Northern Industrial Carriers Limited, Edmonton, Alta., and General Teamsters, Local 362, and General Truck Drivers and Helpers, Local 31 (LG, Oct., p. 692) was fully constituted with the appointment of D. C. McDonald, Edmonton, as chairman. Mr. McDonald was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Rudolf Antonio and union nominee Duncan Stewart, both of Edmonton.

The Board of Conciliation and Investigation established to deal with a dispute between Motor Transport Industrial Relations Bureau of Ontario (Inc.), Rexdale, Ont., (representing various trucking companies) and Teamster Locals 91, 141, 879, 880 and 938 (representing drivers and maintenance employees) (LG, Oct., p. 693) was fully constituted with the appointment of Thomas C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, bureau nominee H. J. Clawson, and nominee for the unions, Henry Kobryn, both of Toronto.

The Board of Conciliation and Investigation established to deal with a dispute between Canadian Broadcasting Corporation, and Service Employees' International Union, Locals 183, Ottawa and 204, Toronto (LG, Oct., p. 693) was fully constituted with the appointment of Thomas C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Raymond Caron, Q.C., Montréal and union nominee Drummond Wren, Agincourt, Ont.

The Board of Conciliation and Investigation established to deal with a dispute between Canadian Pacific Railway Company (British Columbia Lake & River Service) and Canadian Brotherhood of Railway, Transport and General Workers (LG, Oct., p. 693) was fully constituted with the appointment of D. R. Blair, Vancouver, as chairman. Mr. Blair was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee R. A. Mahoney and union nominee Karl Reich, both of Vancouver.

The Board of Conciliation and Investigation established to deal with a dispute between Canadian Pacific Railway Company (British Columbia Lake & River Service) and Canadian Merchant Service Guild (LG, Oct., p. 693) was fully constituted with the appointment of D. R. Blair, Vancouver, as chairman. Mr. Blair was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee R. A. Mahoney and union nominee Tom McGrath, both of Vancouver.

The Board of Conciliation and Investigation established to deal with a dispute between Radio Lac St-Jean Ltée (CFGT), Alma, Qué., and National Association of Broadcast Employees and Technicians (LG, Oct., p. 693) was fully constituted with the appointment of Robert Cliche of Ville St-Joseph de Beauce, Qué., as chairman. Mr. Cliche was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Arthur Matteau, Montréal, and union nominee Philémon Beaudin, Kenogami, Qué.,

Conciliation board reports received

Eldorado Nuclear Limited (Mining and Exploration Division), Eldorado, Sask., and United Steelworkers of America (LG, Sept., p. 629). (Full text appears in Supplement No. 6, 1971).

The Canada Coach Lines Limited, Hamilton, Ont., and Amalgamated Transit Union, Division 107 (LG, Aug., p. 547). (Full text appears in Supplement No. 6, 1971).

Settlement by conciliation board

Nation-Wide Interior Maintenance Co. Ltd., Montreal, Que., and Building Service Employees Union, Local 298-Q.F.L. (LG, Sept., p. 629).

Settlement before board fully constituted

The Newfoundland Broadcasting Company Limited (Radio and Television Stations CJON, CJOX, CJCJN), St. John's, Nfld., and National Association of Broadcast Employees and Technicians (settlement reached with mediation assistance of W. J. Gillies) (LG, July, p. 479).

Strike action

Eldorado Nuclear Limited (Mining and Exploration Division), Eldorado, Sask., and United Steelworkers of America (strike commenced August 30) (See above).

Decisions of the umpire

Cub 3001. The claimant originally submitted a claim for benefits on September 2, 1969, after losing her job as a hairdresser on August 29 because of a lack of work. On April 22, 1970, she informed the area UIC office that she had in fact continued to work Fridays for her former employer and had kept herself available for full-time employment with him until December 1. During this period, she had made no effort to find other employment personally or by registering with the Manpower Centre. She was not available for employment the other days of the week from December 1 on because of family responsibilities. She pointed out that, in her reports to the Commission, she had always answered

"No" to the question: "Were you ready, able and willing to work each day?" On April 27, she was notified that she was disqualified from receiving benefits from April 12, 1970, because of her unavailability for employment.

The claimant appealed to the Board of Referees, who ruled in her favour. They said that the circumstances had been known to the local office from the beginning and yet she had received benefits. No new circumstances had arisen to change her status. The insurance officer disagreed with the decision and appealed to the Umpire.

The Umpire stated that a mistake made in the past did not have to be repeated indefinitely. He noted that the claimant had not fulfilled the requirements for availability from the beginning, and therefore ordered benefits to cease as of April 12, although benefits paid previously were not to be returned.

Publications in the library

List No. 272

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed when requesting loans.

Brain drain

■ **No. 1—Weiermair, Klaus.** Economic implications of the international migration of high level manpower. [Toronto] York University, Faculty of Administrative Studies [1970?] 17 p. A reprint from *International Migration*, vol. 2/2 1970.

Canada—politics and government

■ **No. 2—Cook, Ramsay.** The maple leaf forever; essays on nationalism and politics in Canada. Toronto, Macmillan [c1971] 253 p.

■ **No. 3—Dawson, Robert MacGregor.** The Government of Canada. 5th ed. revised by Norman Ward. Toronto, University of Toronto Press [1970] 569 p.

Collective bargaining

■ **No. 4—Johnston, Thomas Lothian.** Public sector and white collar bargaining. [Kingston, Ont.] Industrial Relations Centre, Queen's University [1970] 167-183 p. Queen's University, Industrial Relations Centre. Reprint series, no. 15. Reprinted from the Scottish journal of political economy, June 1970, v. 17.

■ **No. 5—New Brunswick. Department of Labour.** Collective agreement analysis. [Fredericton, 1970] 125 p. The study covers only agreements effective as of Dec. 31, 1969.

Conferences

■ **No. 6—Dalhousie Labour Institute for the Atlantic Provinces, Halifax, 1969.** Dalhousie Labour Institute for the Atlantic Provinces, May 26-30, 1969. [Proceedings] Halifax, Institute of Public Affairs, Dalhousie University, 1970. 74 p. Contents: Overcoming regional disparity in wages. The Goldenberg report and the construction industry in the Atlantic Provinces. Arbitration on problems during the life of the collective bargaining. Labour and human rights. The Swedish system in the Atlantic Provinces: would it work.

■ **No. 7—Industrial Relations Research Association.** Proceedings of the twenty-third annual winter meeting, December 28-29, 1970, Detroit. Edited by Gerald G. Somers. [Madison, 1971] 394 p.

■ **No. 8—McGill University, Montreal. Industrial Relations Centre.** Innovations in industrial organization and labour relations. [Nineteenth Annual conference, March 4 and 5, 1970] Frances Bairstow: editor. [Montreal, 1970?] vi, 143 p. Contents: The changing role of government in labour relations [by] Robert Sauvé. Innovation in management organization, corporate structure, and the social relations of industry [by] Neil Chamberlain. Human problems confronting contemporary management-labour relations [by] M. Scott Myers. Organizational change in a retail industry [by] John Paré. A union view of social change [by] Andy Andras. Problems and prospects [by] the Hon. Mr. Bryce Mackasey, PC, MP, Minister of Labour. The elimination of time clocks and the establishment of a salary policy for hourly-paid employees at Alcan Kingston Works [by] Fred C. Whitney. The introduction of works councils into the Northern Electric system [by] Charles Baillie [and] Jim Garrett. Discipline without punishment [by] John Huberman.

■ **No. 9—Québec (City). Université Laval. Département des relations industrielles.** Pouvoir et "pouvoirs" en relations du travail [par] Gérard Dion [et al.] Québec, Les Presses de l'Université Laval, 1970. 184 p. "Les études . . . ont été préparées pour le 25^e Congrès des relations industrielles de l'Université Laval tenu à Québec les 6 et 7 avril 1970."

Economic conditions

■ **No. 10—Armstrong, Muriel.** The Canadian economy and its problems. [Scarborough, Ont.] Prentice-Hall of Canada [1970] x, 257 p.

■ **No. 11—Atlantic Provinces Economic Council.** Regional development and public finance. [Fredericton] 1970. 42 p.

■ **No. 12—Caves, Richard Earl.** Capital transfers and economic policy; Canada, 1951-1962 [by] Richard E. Caves and Grant L. Reuber, with Robert W. Baguley John M. Curtis [and] Raymond Lubitz. Cambridge, Mass., Harvard University Press, 1971. xviii, 432 p.

■ **No. 13—Faucher, Albert.** Histoire économique et unité canadienne. Préface de Pierre Harvey. Biobibliographie par Jean Hamelin. Montreal, Fides [c1970] xxix, 296 p.

■ **No. 14—Trimble, William Burbage Smythe.** Understanding the Canadian economy. 4th rev. ed. Toronto, Copp Clark Pub. Co. [1969, c1957] vii, 272 p.

Economic councils

■ **No. 15—Malles, Paul.** Economic consultative bodies: their origins and institutional characteristics. With a preface by Arthur J.R. Smith. [Ottawa, Information Canada] 1971. xii, 239 p. This is a study prepared for the Economic Council of Canada. Title in French: Les organismes de consultation économique; leurs origines et leurs caractéristiques institutionnelles.

Ethnic groups

■ **No. 16—Lieberson, Stanley.** Language and ethnic relations in Canada. New York, Wiley [1970] xii, 264 p.

■ **No. 17—Marunchak, Michael H.** The Ukrainian Canadians: a history. Winnipeg, Ottawa, Ukrainian Free Academy of Sciences [1970] 792 p.

Income

■ **No. 18—Kumar, Pradeep.** Long-run changes in the labour share of national income in Canada, 1926-1966. Kingston, Ont., Industrial Relations Centre, Queen's University, 1971. xi, 49 p. A revised version of the author's M.A. thesis, submitted to Queen's University.

Industrial relations

- **No. 19—Hikl, Mario.** Labour arbitration and education; a handbook for Canadian Union of Public Employees, by Mario Hikl [and] James Dowell. 2d ed. Ottawa, CUPE, 1970. vi, 140 p.
- **No. 20—MacDowell, George F.** The Brandon Packers strike; a tragedy of errors. Toronto, McClelland and Stewart [c1971] 305 p.

Labouring classes

- **No. 21—Miller, Richard Ulric, ed.** Canadian labour in transition, edited by Richard Ulric Miller and Fraser Isbester. Scarborough, Ont., Prentice-Hall of Canada [c1971] xviii, 266 p. Contents: The Canadian labour market, by Sylvia Ostry. Federal manpower policies, by Gerald G. Somers. The direction of unionism in Canada, by Arthur M. Kruger. The philosophy of the Canadian labour movement, by Aranka E. Kovacs. Trade union structure and philosophy: need for a reappraisal, by C. Brian Williams. Canadian collective bargaining: analysis and prospects, by Syed M.A. Hameed. Organized labour and politics in Canada, by Richard Ulric Miller. Quebec labour in perspective, 1949-1969, by Fraser Isbester.
- **No. 22—Paynter, Will.** British trade unions and the problem of change. Montreal, McGill-Queen's University Press, 1970. 172 p.
- **No. 23—Rees, Albert.** The current state of labour economics. Kingston, Ont., Industrial Relations Centre, Queen's University, 1971. 6 p. Queen's University. Industrial Relations Centre. Reprint series, no. 16. This is a reprint of a paper delivered at the Conference of Canadian Labour Economists held at Queen's University, Kingston, Ont., Feb. 26-27, 1971.
- **No. 24—Westley, William A.** The emerging worker; equality and conflict in the mass consumption society [by] William A. Westley and Margaret W. Westley. Montreal, McGill-Queen's University Press, 1971. 155 p.

Manufactures

- **No. 25—Girard, Jacques.** Géographie de l'industrie manufacturière du Québec. Québec, Ministère de l'industrie et du Commerce, 1970. 2v. Thesis (Ph.D.)—University of Montréal, 1969. Vol. 2 with subtitle "Annexe cartographique".

Paper making industry and trade

- **No. 26—British Columbia.** Department of Industrial Development, Trade and Commerce. Economics and Statistics Branch. The pulp and paper industry of British Columbia. Victoria, 1970. 81 p.
- **No. 27—Dagenais, Marcel Gilles.** The determination of the output and price levels in the North American newsprint paper industry. [Ann Arbor, Mich., University Microfilms, 1971, c1965] vi, 272 p.

Railroads

- **No. 28—Chodos, Robert.** Right-of-way; passenger trains for Canada's future. [Ottawa] United Transportation Union [and others, 1971] 99 p.

Royal Commission on Bilingualism and Biculturalism

- **No. 29—Armstrong, Donald Eugene.** Education and economic achievement. [Ottawa, Information Canada, 1970] 101 p. Canada. Royal Commission on Bilingualism and Biculturalism. Documents, 7.
- **No. 30—Dofny, Jacques.** Les ingénieurs canadiens-français et canadiens-anglais à Montréal. [Ottawa, Information Canada, 1970] 231 p. Canada. Royal Commission on Bilingualism and Biculturalism. Documents, 6.
- **No. 31—Morrison, Robert Neil.** Corporate adaptability to bilingualism and biculturalism; a study of policies and practices in large Canadian manufacturing firms. [Ottawa, Queen's Printer, 1970] 389 p. Canada. Royal Commission on Bilingualism and Biculturalism. Documents, 5.

Royal Commission on the Status of Women

- **No. 32—Bossen, Marianne.** Patterns of manpower utilization in Canadian department stores. [Ottawa, Information Canada, 1971] 105 p. Canada. Royal Commission on the Status of Women. Studies, 3.
- **No. 33—Cultural tradition and political history of women in Canada;** [three essays. Ottawa, Information Canada, 1971] 29, 55, 31 p. Studies, 8. Contents: The cultural tradition of Canadian women: the historical

background, by Margaret Wade Labarge. History of the status of women in the Province of Quebec, by Micheline D.-Johnson. History of women's rights in Canada, by Margaret E. MacLellan.

■ **No. 34—Lacasse, François D.** Women at home: the cost to the Canadian economy of the withdrawal from the labour force of a major proportion of the female population. [Ottawa, Information Canada, 1970] 28 p. Studies, 2.

■ **No. 35—Lambert, Ronald Dick.** Sex role imagery in children: social origins of mind. [Ottawa, Information Canada, 1971] 156 p. Studies, 6.

Students—employment

■ **No. 36—Ontario. Department of Labour. Research Branch.** Summer employment of Ontario secondary school students, 1969, prepared by H. Richard Hird and Michel D. Lagace. [Toronto, 1971] 56 p.

Task force on labour relations

■ **No. 37—Belanger, Laurent.** Évolution du patronat et ses répercussions sur les attitudes et pratiques patronales dans la Province de Québec. Ottawa [Queen's Printer] 1970. 115 p. Étude no 14.

■ **No. 38—Brown, Donald J.M.** Interest arbitration. Ottawa [Information Canada] 1968 [i.e. 1970] 310 p. Study no. 18.

■ **No. 39—Jamieson, Stuart Marshall.** Times of trouble: labour unrest and industrial conflict in Canada, 1900-66. Ottawa [Information Canada] 1968 [i.e. 1971] 542 p. Study no. 22.

■ **No. 40—Mikalachki, Alexander M.** Management's views of union-management relations at the local level, by A. Mikalachki, G. Forsyth [and] J. J. Wettlaufer. Ottawa [Information Canada] 1968 [i.e. 1970] 98 p. Study no. 17.

■ **No. 41—Muir, James Douglas.** Collective bargaining by Canadian public school teachers. Ottawa [Information Canada] 1968 [i.e. 1971] 382 p. Study no. 21.

■ **No. 42—Verge, Pierre.** Les critères des conflits créant une situation d'urgence. Ottawa [Information Canada] 1967 [i.e. 1971] 252 p. Study no. 23.

Wages and hours

■ **No. 43—Downie, Bryan McKay.** Relationship between Canadian-American wage settlements; an empirical study of five industries. Kingston, Ont., Industrial Relations Centre, Queen's University, 1970. xvi, 257 p. Research series, no. 18.

■ **No. 44—Nova Scotia. Department of Labour. Economics and Research Division.** Average weekly wages and salaries in the sixties by industry for Nova Scotia. [Halifax, 1970] v, 35 p.

Miscellaneous

■ **No. 45—Consumers' Association of Canada.** A community information network. Ottawa [1971?] 51 p.

■ **No. 46—Economic Council of Canada.** Report on intellectual and industrial property. [Ottawa Information Canada] 1971. x, 236 p. This is the 3rd and final report in a series. The first two reports were: (1) Interim report, consumer affairs and the Department of the Registrar General, and (2) Interim report on competition policy.

■ **No. 47—Jacobus, William W.** Manic 5; the building of the Daniel Johnson Dam, by Lili Réthi and William W. Jacobus. Foreword by the Hon. Robert Bourassa. Garden City, N.Y., Doubleday, 1971. 165 p. Text by W. W. Jacobus; illustrations by Lili Réthi.

■ **No. 48—Kinsella, Noel A.** The European model for the protection of human rights. [Fredericton] New Brunswick, Human Rights Commission, Department of Labour [1971] 62 p.

■ **No. 49—Ontario Economic Council.** Municipal reform: a proposal for the future. [Toronto, 1971] 30 p.

■ **No. 50—Rea, Kenneth John, comp.** Business and government in Canada: selected readings, edited by K. J. Rea [and] J. T. McLeod. Toronto, Methuen [c1969] xiv, 412 p.

■ **No. 51—Sewell, David O.** Training the poor; a benefit-cost analysis of manpower programs in the U.S. anti-poverty program. Kingston, Ont., Industrial Relations Centre, Queen's University, 1971. xiv, 153 p. Queen's University. Industrial Relations Centre. Research series, no. 12.

Statistics Section

Labour Statistics

Labour Statistics			Percentage Change	
Principal Items	Date	Amount	From	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended August 21, 1971.....		8,972	- 1.1	+ 2.9
Employed.....		8,517	- 0.4	+ 3.0
Agriculture.....		622	+ 1.6	+ 1.3
Non-agriculture.....		7,895	- 0.6	+ 3.1
Paid workers.....		7,390	- 0.3	+ 3.0
At work 35 hours or more.....		6,331	+10.9	+ 3.7
At work less than 35 hours.....		1,080	+ 4.8	+ 3.9
Employed but not at work.....		1,107	-38.9	- 1.7
Unemployed.....		455	-11.5	+ 1.6
Atlantic.....		47	- 7.8	+20.5
Québec.....		166	- 9.8	- 2.9
Ontario.....		140	-11.9	+12.9
Prairie.....		51	-16.4	+ 2.0
British Columbia.....		51	-13.6	-20.3
Without work and seeking work.....		437	-10.3	+ 2.6
On temporary layoff up to 30 days.....		18	-33.3	-18.2
INDUSTRIAL EMPLOYMENT (1961 = 100)†.....				
Manufacturing employment (1961 = 100)†.....	June	132.1	+ 3.0	+ 1.9
	June	125.1	+ 1.5	- 0.3
IMMIGRATION.....				
Destined to the labour force.....	1st 6 mths	591.77	—	-16.5
	1st 6 mths	319.17	—	-18.5
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	August	116	+ 7.4	+ 1.8
No. of workers involved.....	August	28,932	-27.8	-59.2
Duration in man days.....	August	399,870	+11.1	-35.5
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†.....	June	136.80	+ 1.3	+ 7.6
Average hourly earnings (mfg.)†.....	June	3.31	+ 0.9	+ 1.0
Average weekly hours paid†.....	June	39.6	+ 0.3	- 1.0
Average weekly wages (mfg.)†.....	June	131.08	+ 1.2	+ 8.6
Consumer price index (1961 = 100).....	July	134.1	+ 0.8	+ 2.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)†.....	June	131.3	+ 0.9	+ 5.7
Total labour income (millions of dollars)†.....	June	4,378.5	+ 1.9	+ 8.6
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100).....	July	175.6	- 0.1	+ 2.1
Manufacturing.....	July	171.8	- 0.1	+ 1.4
Durables.....	July	193.5	—	+ 0.6
Non-durables.....	July	154.7	- 0.3	+ 2.2
NEW RESIDENTIAL CONSTRUCTION**				
Starts.....	July	17,731	- 2.8	+27.8
Completions.....	July	12,163	+12.4	+19.2
Under construction.....	July	136,618	+ 4.2	+34.2

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

There will be no B or C tables this month. Information for these tables was not available at press time. They will reappear in future issues as the information becomes available from the source.

A—Labour Force

Table A-1—Regional Distribution, Week Ended August 21, 1971

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
	(in thousands)					
THE LABOUR FORCE.....	8,972	718	2,493	3,345	1,478	938
Men.....	6,097	502	1,707	2,234	1,015	639
Women.....	2,875	216	786	1,111	463	299
14-19 years.....	1,194	110	312	421	229	122
20-24 years.....	1,449	151	439	486	237	135
25-44 years.....	3,650	246	1,051	1,407	542	404
45-64 years.....	2,495	197	648	957	432	262
65 years and over.....	184	14	42	75	38	15
EMPLOYED.....	8,517	671	2,327	3,205	1,427	887
Men.....	5,780	464	1,588	2,139	981	608
Women.....	2,737	207	739	1,066	446	279
Agriculture.....	622	26	126	169	271	31
Non-agriculture.....	7,895	645	2,201	3,037	1,156	856
Paid Workers.....	7,390	599	2,039	2,871	1,099	783
Men.....	4,884	405	1,373	1,875	705	526
Women.....	2,506	194	666	996	394	257
UNEMPLOYED.....	455	47	166	140	51	51
Men.....	317	38	119	95	34	31
Women.....	138	*	47	45	17	20
PERSONS NOT IN LABOUR FORCE.....	6,464	690	1,878	2,247	985	664
Men.....	1,548	195	445	525	224	159
Women.....	4,916	495	1,433	1,722	761	505

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended August 21, 1971

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
(in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*	15,436	2,556	4,312	1,290	4,450	1,212	1,615
LABOUR FORCE	8,972	1,194	4,129	1,124	1,498	843	184
Employed	8,517	1,062	4,001	1,019	1,458	799	178
Unemployed	455	132	128	104	40	44	**
NOT IN LABOUR FORCE	6,464	1,362	184	166	2,952	369	1,430
PARTICIPATION RATE†							
1971—August 21	58.1	46.7	95.8	87.1	33.7	69.6	11.4
July 24	58.9	49.3	95.7	88.3	34.2	69.8	11.7
UNEMPLOYMENT RATE‡							
1971—August 21	5.1	11.1	3.1	9.3	2.7	5.2	**
July 24	5.7	14.6	3.3	9.3	2.5	4.6	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population of 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended August 21, 1971

	August 1971	July 1971	August 1970
(in thousands)			
TOTAL UNEMPLOYED	455	514	448
On temporary layoff up to 30 days	18	27	22
Without work and seeking work	437	487	426
Seeking:			
Full-time work	413	453	397
Part-time work	24	34	29
Under 1 month	84	112	97
1-3 months	183	183	184
4-6 months	65	72	65
More than 6 months	106	120	79

Source: Labour Force Survey, DBS.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Notes, page 149, February 1971 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1971—May.....	5,767,000	5,270,700	496,300
April.....	5,916,000	5,097,000	819,000
March.....	5,853,000	4,996,500	856,500
February.....	5,840,000	4,952,300	887,700
January.....	5,804,000	4,959,900	844,100
1970—December....	5,717,000	5,045,200	671,800
November....	5,626,000	5,145,500	480,500
October.....	5,584,000	5,185,300	398,700
September....	5,609,000	5,217,900	391,100
August.....	5,667,000	5,258,300	408,700
July.....	5,617,000	5,177,600	439,400
June.....	5,672,000	5,230,100	441,900
May.....	5,607,000	5,101,600	505,400

Table E-4—Benefit Payments, by Province, June 1971

Province	Weeks Paid	Amount of Benefit Paid*
Newfoundland.....	31,593	1,086,275
Prince Edward Island.....	4,074	113,451
Nova Scotia.....	50,788	1,695,091
New Brunswick.....	39,091	1,272,770
Québec.....	419,517	15,061,117
Ontario.....	519,652	18,430,627
Manitoba.....	70,762	2,463,885
Saskatchewan.....	35,719	1,181,243
Alberta.....	84,721	3,015,300
British Columbia.....	139,961	4,880,083
Total, Canada, June 1971.....	1,395,878	49,199,842
Total, Canada, May 1971.....	2,198,833	77,541,495
Total, Canada, June 1970.....	1,144,371	40,509,358

*Supplementary unemployment insurance benefits not included.

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	June 1971			June 1970		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada.....	141,843	109,359	32,484	138,205	100,504	37,701
Newfoundland.....	2,742	2,203	539	2,428	1,979	449
Prince Edward Island.....	544	465	79	405	296	109
Nova Scotia.....	4,641	3,683	958	3,250	2,528	722
New Brunswick.....	3,515	2,968	547	3,049	2,351	698
Québec.....	44,023	34,133	9,890	38,264	29,295	8,969
Ontario.....	54,370	40,579	13,791	52,887	35,489	17,398
Manitoba.....	4,440	3,469	971	3,479	2,761	718
Saskatchewan.....	2,593	2,149	444	2,446	1,921	525
Alberta.....	7,464	5,739	1,725	6,914	5,335	1,579
British Columbia.....	17,511	13,971	3,540	25,083	18,549	6,534

* In addition, revised claims received numbered 43,649.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at June 30, 1971

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants June 30, 1970
		1-4	5-13	14-26	27 or more*	
Canada	419,942	124,139	111,200	114,097	70,506	441,891
Male.....	247,302	78,525	67,008	64,225	37,544	289,643
Female.....	172,640	45,614	44,192	49,872	32,962	152,248
NEWFOUNDLAND	10,970	2,733	2,807	3,083	2,347	9,687
Male.....	8,413	2,114	2,237	2,312	1,750	7,603
Female.....	2,557	619	570	771	597	2,084
PRINCE EDWARD ISLAND	1,356	380	304	400	272	1,039
Male.....	771	221	191	218	141	632
Female.....	585	159	113	182	131	407
NOVA SCOTIA	16,718	4,501	3,771	4,545	3,901	12,324
Male.....	11,795	3,334	2,658	3,089	2,714	8,234
Female.....	4,923	1,167	1,113	1,456	1,187	4,090
NEW BRUNSWICK	12,819	2,861	3,028	3,639	3,291	11,205
Male.....	8,435	1,894	2,057	2,391	2,093	7,608
Female.....	4,384	967	971	1,248	1,198	3,597
QUÉBEC	128,092	36,841	35,739	35,381	20,131	138,334
Male.....	79,343	23,542	22,529	22,089	11,183	94,259
Female.....	48,749	13,299	13,210	13,292	8,948	44,075
ONTARIO	149,102	46,496	39,746	38,757	24,103	159,132
Male.....	79,546	27,454	21,564	19,344	11,184	93,286
Female.....	69,556	19,042	18,182	19,413	12,919	65,846
MANITOBA	16,806	4,037	4,210	5,741	2,818	12,295
Male.....	9,514	2,384	2,473	3,247	1,410	7,040
Female.....	7,292	1,653	1,737	2,494	1,408	5,255
SASKATCHEWAN	9,551	2,313	2,535	2,980	1,723	7,847
Male.....	5,428	1,449	1,570	1,545	864	4,991
Female.....	4,123	864	965	1,435	859	2,856
ALBERTA	24,271	7,229	6,892	6,497	3,653	19,386
Male.....	14,469	4,717	4,387	3,524	1,841	12,565
Female.....	9,802	2,512	2,505	2,973	1,812	6,821
BRITISH COLUMBIA	50,257	16,748	12,168	13,074	8,267	70,642
Male.....	29,588	11,416	7,342	6,466	4,364	53,425
Female.....	20,669	5,332	4,826	6,608	3,903	17,217

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)								
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year.....	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1970—Year.....	129.7	130.0	130.9	126.8	124.8	139.5	131.2	126.5
1970—July.....	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.5
August.....	130.5	131.9	131.5	126.2	125.3	140.2	132.5	126.4
September.....	130.2	130.0	131.8	127.0	125.3	140.1	133.0	126.4
October.....	130.3	128.5	132.8	128.2	125.2	141.2	133.1	126.4
November.....	130.3	127.5	133.3	128.4	125.8	140.8	133.7	126.4
December.....	129.8	125.6	133.4	127.9	126.1	140.7	133.6	126.4
1971—January.....	130.3	126.5	134.1	127.0	126.4	140.7	134.2	127.0
February.....	130.9	127.5	134.5	125.9	128.3	140.7	134.8	127.6
March.....	131.3	128.2	134.8	126.8	128.8	141.0	135.0	127.6
April.....	132.7	129.1	136.0	127.9	129.4	141.4	128.6	127.6
May.....	132.7	130.1	136.1	128.3	129.9	142.0	135.3	128.3
June.....	133.0	130.4	136.3	128.6	130.1	142.2	135.4	128.7
July.....	134.1	133.3	137.1	129.1	130.1	142.2	135.5	128.7
(1949 = 100)								
June.....	171.8							
July.....	173.3							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—July, 1971

	All-Items									
	July 71	June 71	July 70	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)										
St. John's, Nfld.....	124.1	123.7	122.3	121.1	119.4	133.6	121.2	137.0	114.1	145.1
Halifax.....	127.6	126.8	125.2	130.7	122.1	128.1	122.2	146.3	138.7	129.7
Saint John.....	126.1	125.5	123.8	130.7	117.7	131.6	126.4	136.6	133.8	127.6
Montreal.....	127.2	126.5	125.3	130.5	119.2	126.2	129.0	132.8	140.9	128.7
Ottawa.....	131.8	130.9	128.5	134.8	125.3	130.0	132.4	144.3	138.6	135.0
Toronto.....	130.2	129.5	127.8	130.5	123.8	131.9	137.3	142.0	131.0	132.8
Winnipeg.....	128.9	128.7	127.3	129.3	117.9	138.1	133.5	152.6	136.5	129.9
Saskatoon-Regina.....	123.7	123.2	122.4	130.3	114.8	131.0	120.7	128.8	130.3	123.3
Edmonton-Calgary.....	128.2	127.6	125.5	133.2	120.6	128.8	125.1	147.7	137.3	125.3
Vancouver.....	127.3	126.8	123.6	133.3	120.1	130.5	127.8	138.0	125.8	122.4

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1966-1971

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
1968.....	559	582	223,562	5,082,730	0.32
1969.....	566	595	306,799	7,751,880	0.46
†1970.....	501	540	261,187	6,539,560	0.39
†1970—August.....	46	118	70,738	620,060	0.42
September.....	39	88	45,539	619,430	0.44
October.....	34	84	60,862	758,820	0.53
November.....	33	75	38,948	705,620	0.49
December.....	8	48	34,359	427,150	0.29
†1971—January.....	24	45	30,162	212,900	0.16
February.....	39	68	26,976	177,850	0.13
March.....	36	74	46,244	230,040	0.15
April.....	55	94	24,443	159,600	0.12
May.....	36	87	12,965	115,910	0.08
June.....	77	126	44,120	292,040	0.19
*1971—July.....	39	108	40,055	360,080	0.24
August.....	51	116	28,932	399,870	0.25

†Revised. *Preliminary.

Table G-2—Strikes and Lockouts, by Industry, August 1971, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	—	1	30	660
Mines.....	3	5	1,516	20,130
Manufacturing.....	19	54	10,792	157,610
Construction.....	15	25	14,271	198,200
Transportation and utilities..	5	8	282	2,760
Trade.....	6	14	1,210	15,850
Finance.....	—	—	—	—
Service.....	1	6	195	2,390
Public administration.....	2	3	636	2,270
ALL INDUSTRIES.....	51	116	28,932	399,870

Table G-3—Strikes and Lockouts, by Jurisdiction, August 1971, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	6	1,821	31,770
Prince Edward Island.....	1	1	101	1,720
Nova Scotia.....	3	4	1,216	24,420
New Brunswick.....	5	5	1,002	3,080
Québec.....	8	20	2,119	28,750
Ontario.....	26	54	14,659	226,420
Manitoba.....	1	4	5,218	53,580
Saskatchewan.....	1	1	32	210
Alberta.....	2	3	1,228	11,960
British Columbia.....	2	16	1,201	16,580
Federal.....	1	2	335	1,380
ALL JURISDICTIONS.....	51	116	28,932	399,870

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1971, (Preliminary)

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved	August	Accu- mulated	Termination Date	Result
Mines						
NON-METAL						
Aluminum Co. of Canada, St. Lawrence, Nfld.	Metallurgist, Miners and Chemical Workers Federation (CNTU)	300	6,600	28,500	Apr. 18 —	Wages—
METAL						
American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 & I.B.E.W. Loc. 974 (AFL-CIO/CLC)	566	12,450	28,870	June 21 —	Failure to reach a new working agreement—
Heath Steel Mines Ltd., Newcastle, N.B.	Steelworkers Loc. 5319 (AFL-CIO/CLC)	225	230	230	Aug. 9 Aug. 10	Dismissal of one worker—Return of workers upon reinstatement of employee.
Utah Mines Ltd., Port Hardy, B.C.	International Operating Engineers Loc. 115 (AFL-CIO/CLC)	125	250	250	Aug. 15 Aug. 18	Alleged dispute over job condi- tions—Return of workers pend- ing discussions.
*Eldorado Nuclear Ltd., Uranium City, Sask.	Steelworkers Loc. 913 (AFL-CIO/CLC)	300	600	600	Aug. 30 —	Wages—
Manufacturing						
FOOD AND BEVERAGES						
Burgeo Fish Industries Ltd. Burgeo, Nfld.	Food Workers (AFL-CIO/CLC)	160	3,520	9,920	June 4 —	Union recognition—
Gerber Products Ltd., Niagara Falls, Ont.	District 50 (A. & T.W.) (Ind.)	130	1,560	5,460	June 18 Aug. 19	Union members rejected pack- age contract—Wage increases of 10% retroactive to Dec. 1970, 9% the second year; improved bene- fits.
Checkerboard Farms Ltd., Aurora, Ont.	Food Workers Loc. P-1162 (AFL-CIO/CLC)	160	3,360	4,960	July 19 —	Guaranteed 40-hour work week—
Labatt Breweries of B.C. & Molson Brewery B.C. Ltd., New Westminster and Vancouver, B.C.	Brewery Workers Loc. 300 (AFL-CIO/CLC)	245	740	2,920	July 19 Aug. 5	Wages, length of contract, vaca- tions—Wage increase of 24% over 2 years, fringe benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1971, (Preliminary) (Cont.)

Industry	Employer	Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
					August	Accu- mulated	Termination Date	
								Result
	B.C. Packers Fish Plant, Harbour Breton, Nfld.		Food Workers (AFL-CIO/CLC)	200	4,400	5,600	July 23 —	In sympathy with striking Burgeo workers—
	Salada Foods Ltd., Alliston, Ont.		Bakery Workers Loc. 264 (AFL-CIO/CLC)	140	980	980	Aug. 22 —	Wages, fringe benefits—
	Canada and Dominion Sugar Co. Ltd. (Redpath Sugar Refinery), Toronto, Ont.		Chemical Workers Loc. 688 (CLC)	200	600	600	Aug. 27 —	Wages—
TEXTILES								
	Texpack Ltd., Brantford, Ont.		Textile & Chemical Union Loc. 520 (Ind.)	135	2,840	4,330	July 16 —	Wages, welfare, management rights—
CLOTHING								
	Watson Mfg. Co. Ltd., Brantford, Ont.		Textile Workers' Union Loc. 1967 (AFL-CIO/CLC)	300	1,800	1,800	Aug. 24 —	Not reported—
FURNITURE AND FIXTURES								
	Sunar Industries Limited, Waterloo, Ont.		Stellworkers Loc. 3292 (AFL-CIO/CLC)	276	2,760	12,150	June 14 Aug. 17	Wages, fringe benefits—Wage increases, other improvements.
PAPER								
	Churchill Forest Industries, The Pas, Manitoba.		Pulp and Paper Mill Workers Loc. 203 (AFL-CIO/CLC)	220	4,620	13,640	June 3 —	Protesting the demotion of a machinist—
	Kimberly-Clark of Canada, St. Catharines, Ont.		Pulp and Paper Mill Workers Loc. 289 (AFL-CIO/CLC)	200	4,200	8,000	July 6 —	Wages, hours—
	Domtar Building Materials Ltd., Donnacona, Qué.		Pulp and Paper Workers Federation (CNTU)	185	370	370	Aug. 30 —	Wages, hours of work, working conditions, fringe benefits—
PRINTING & PUBLISHING								
	La Presse, Montréal, Qué.		Various Unions (AFL-CIO/CLC)	361	7,940	11,360	July 19 —	Difficulties in contract negotiations—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1971, (Preliminary) (Cont.)

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved	August	Accu- mulated	Termination Date	Result
PRIMARY METALS						
Reynolds Extrusion, Ste-Thérèse, Qué.	Steelworkers (AFL-CIO/CLC)	110	2,420	10,230	Apr. 21 —	Not reported—
Auto Specialties, Windsor, Ont.	Auto Workers Loc. 195 (CLC)	194	4,070	7,950	July 5 —	Wages—
METAL FABRICATING						
The Stanley Works Can. Ltd., Roxton Pond, Que.	Machinists Loc. 909 (AFL-CIO/CLC)	125	130	130	Aug. 23 Aug. 24	Wages, hours—Return of workers.
MACHINERY						
Chrysler Airtemp. Canada, Bramalea, Ont.	Auto Workers Loc. 1285 (CLC)	150	1,200	10,350	May 4 Aug. 13	Wages—Wage increases of 75¢ an hour over 3 yrs; other improved benefits.
TRANSPORTATION EQUIPMENT						
Hawker Siddeley Canada Ltd., Trenton, N.S.	Steelworkers Loc. 1231 (AFL-CIO/CLC)	1,100	24,200	62,700	June 11 —	Wages—
International Harvester Co. of Canada Ltd., Chatham, Ont.	Auto Workers Loc. 127 (CLC)	200	3,000	4,200	July 23 Aug. 23	Failure to reach agreement on contract renewal—Wage in- creases ranging between 32¢ to 41¢ an hr. in the first year retro- active June 3, 1971, 25¢ to 30¢ the second year; other improved benefits.
Ford Motor Co. of Canada Ltd., St. Thomas, Ont.	Auto Workers Loc. 1520 (CLC)	1,575	1,580	1,580	Aug. 13 Aug. 14	Suspension of one worker— Return of workers.
International Harvester Co. of Canada Ltd., Hamilton, Ont.	Steelworkers Locs. 2868 & 4592 (AFL-CIO/CLC)	400	4,950	4,950	Aug. 13 —	Wages—
ELECTRICAL PRODUCTS						
Pioneer Electric Ontario Ltd., Toronto, Ont.	U.E. Loc. 512 (Ind.)	110	2,310	2,310	Aug. 3 —	Wages, fringe benefits—
NON-METALLIC MINERAL PRODUCTS						
Dominion Glass Co. Ltd., Montreal, Qué.	Glass and Ceramic Workers Loc. 206 (AFL-CIO/CLC)	900	—	38,830	May 29 Aug. 2	Wages, fringe benefits—Wage increases of 58¢ an hour in a 2-yr. contract.
Dominion Glass Co. Ltd., Hamilton, Ont.	Glass and Ceramic Workers Loc. 203 (AFL-CIO/CLC)	855	17,960	43,700	June 17 —	Wages—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1971, (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
			August	Accu- mulated	Termination Date	
Dominion Glass Co. Ltd., Bramalea, Ont.	Glass and Ceramic Workers Loc. 260 (AFL-CIO/CLC)	497	10,440	25,350	June 18 —	Failure to sign first contract—
Canadian Johns-Manville Co. Ltd., Toronto, Ont.	Chemical Workers Loc. 346 (CLC)	450	9,450	20,250	June 28 —	Wages and complaint over un- healthy working conditions—
Dominion Glass Co. Ltd., Wallaceburg, Ont.	Glass and Ceramic Workers Locs. 235 & 246 (AFL-CIO/CLC)	891	18,710	23,170	July 24 —	In sympathy with other company plants that are striking for a master agreement—
CHEMICAL PRODUCTS						
Uniroyal Chemical Division of Uniroyal Ltd., Elmira, Ont.	District 50 (A. & T.W.) Loc. 13691 (Ind.)	175	2,280	6,490	June 28 Aug. 20	Wages, welfare benefits, pensions —Wage increases, other im- provements.
Construction						
Electrical Construction Association, St. John's area, Nfld.	I.B.E.W. Loc. 2330 (AFL-CIO/CLC)	200	4,400	19,800	Apr. 13 —	Not reported—
Construction Labour Relations Association of B.C., Vancouver, B.C.	Lathers Loc. 207 (AFL-CIO/CLC)	150	3,300	12,750	May 3 —	Jurisdictional dispute between the Lathers and Carpenters—
Kingston Construction Association, Kingston, Ont.	Plumbers Loc. 221 (AFL-CIO/CLC)	200	800	8,200	June 9 Aug. 9	Wages and benefits—Wage in- crease of \$2.36 an hour over 2 yrs. improved fringe benefits.
Winnipeg Builders' Exchange, Winnipeg, Man.	Bricklayers Loc. 1 (AFL-CIO/CLC)	498	10,460	21,670	June 29 —	Wages and union representa- tion—
Ontario Erectors' Association, Province-wide, Ont.	Structural Iron Workers Various locals (AFL-CIO/CLC)	4,000	84,000	107,730	July 14 —	Wages and fringe benefits—
Alberta Construction Labour Relations Association, Province-wide, Alta.	Asbestos Workers Loc. 110 (AFL-CIO/CLC)	453	9,510	14,950	July 15 —	Wages, other benefits—
Mechanical Contractors of Sudbury Construction Assn., Sudbury, Ont.	Sheet Metal Workers Loc. 504 (AFL-CIO/CLC)	250	5,250	6,500	July 26 —	Failure to reach agreement on renewed contract—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1971, (Preliminary) (Cont.)

Industry			Duration in Man-Days		Starting Date	Major Issues
Employer		Workers Involved	August	Accu- mulated	Termination Date	Result
Location	Union					
Twenty-Six Electrical Contractors, Winnipeg, Man.	I.B.E.W. Loc. 2085 (AFL-CIO/CLC)	500	10,500	13,000	July 26 —	Failure to reach agreement on contract—
Mannix Construction, 100 Mile House, B.C.	Labourers Loc. 602 (AFL-CIO/CLC)	132	530	660	July 31 Aug. 5	Subsistence allowance—Accom- modation to be provided.
Lundrigan's Ltd., Come-by-Chance, Nfld.	Labourers (AFL-CIO/CLC)	395	400	400	Aug. 3 Aug. 4	In support of twelve dismissed employees—Return of workers.
Three Construction Assns. and two Crane Rentals firms, Toronto, Ottawa, Hamilton and Sault Ste. Marie, Ont.	International Operating Engineers Loc. 793 (AFL-CIO/CLC)	729	13,050	13,050	Aug. 3	Wages—
Electrical Construction Association, Charlottetown, P.E.I.	I.B.E.W. Loc. 1432-2 (AFL-CIO/CLC)	101	1,720	1,720	Aug. 9 —	Failure to reach new contract—
Various Glazer Contractors, Montreal and Québec, Qué.	Painters, Various Locals (AFL-CIO/CLC)	500	8,500	8,500	Aug. 9 —	In protest of alleged employer in- fractions of labour legislation—
The Roofing Contractors of the Toronto Builders' Exchange, Various locations, Ont.	Sheet Metal Workers Loc. 30 (AFL-CIO/CLC)	450	6,300	6,300	Aug. 12 —	Wages—
Hamilton & District Sheet Metal Contractors' Assoc., Hamilton, Ont.	Sheet Metal Workers Loc. 537 (AFL-CIO/CLC)	450	5,850	5,850	Aug. 13 —	Wages, vacation pay—
Canadian National Exhibition Toronto, Ont.	Carpenters Loc. 27 (AFL-CIO/CLC)	100	100	100	Aug. 13 Aug. 14	Protesting the hiring of non- union labour—Return of workers.
Winnipeg Builders' Exchange, Winnipeg area, Man.	Seven construction Unions (AFL-CIO/CLC)	4,000	28,000	28,000	Aug. 23 —	Wages—
Electrical Contractors Association of New Brunswick, Province-wide, N.B.	I.B.E.W. Various Locals (AFL-CIO/CLC)	600	2,400	2,400	Aug. 26 —	Wages, fringe benefits—
Hamilton Construction Association, Hamilton, Ont.	Bricklayers Loc. 20 (AFL-CIO/CLC)	350	700	700	Aug. 30 —	Wages, hours, welfare plan—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1971, (Preliminary)

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved	August	Accu- mulated	Termination Date	Result
Trade						
Canada Safeway Ltd., South Burnaby, B.C.	Retail, Wholesale Employees Loc. 580 (AFL-CIO/CLC)	300	6,600	18,800	June 4 —	Wages—
Steinberg's Ltd., Chicoutimi, Jonquière, Alma and Arvida, Qué.	Alma Commerce Employees (CNTU)	224	1,380	4,050	July 2 Aug. 10	Wages—\$35 per wk. increase spread over 24 months for regular employees; 47¢ an hr. increase spread over 24 months for part time employees.
Dominion Stores Ltd., Montreal, Qué.	Office Employees Loc. 57 (AFL-CIO/CLC)	150	1,800	1,800	Aug. 16 —	Wages—
MacDonalds Consolidated Ltd., Edmonton, Alta.	Retail Clerks Loc. 401 (AFL-CIO/CLC)	200	400	400	Aug. 26 Aug. 28	Wages—Wage increases of 35¢ an hr. retroactive to June 1, 1971, 25¢ an hr. May 29, 1972.

Public Administration

PROVINCIAL ADMINISTRATION

The Government of Alberta, Various locations, Alta.	Alberta Government Employees (Ind.)	575	2,050	2,050	Aug. 27 —	Wages, collective bargaining rights—
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*Federal jurisdiction.

Table H—Employment Fatalities in Canada During the Second Quarter of 1971

	Agri- culture	For- estry	(1) Fishing	(2) Mining	Manu- factur- ing	Con- struc- tion	(3) Trans- porta- tion	(4) Trade	(5) Finance	Serv- ice	(6) Public Ad- minis- tra- tion	Not Spe- cified	Total	Per cent of Total
By Industry* and Age Group														
14-19.....	—	—	—	1	—	1	2	—	—	—	—	—	4	2.8
20-24.....	—	2	1	—	1	—	—	1	—	—	1	—	6	4.2
25-34.....	—	—	—	3	6	3	3	2	—	4	—	—	21	14.7
35-44.....	—	5	—	5	7	8	9	2	—	3	2	—	41	28.6
45-54.....	—	—	1	3	3	10	9	2	—	1	—	—	29	20.3
55-64.....	—	1	2	2	3	5	4	1	—	4	2	—	24	16.8
65 and over.....	—	3	—	2	5	1	2	1	—	1	1	—	16	11.2
Not specified.....	—	—	—	—	1	—	—	1	—	—	—	—	2	1.4
Total.....	—	11	4	16	26	28	29	10	—	13	6	—	143**	100.0
By Industry and Occupation†														
Farmers (a).....	—	—	—	—	—	—	—	—	—	—	—	—	—	0.0
Loggers (b).....	—	6	—	—	1	—	—	—	—	—	—	—	7	4.9
Fishermen (c).....	—	—	3	—	—	—	—	—	—	—	—	—	3	2.1
Miners (d).....	—	—	—	12	—	—	—	—	—	—	—	—	12	8.4
Craftsmen (e).....	—	4	—	1	12	17	5	2	—	2	—	—	43	30.0
Labourers (f).....	—	1	—	2	10	5	3	3	—	2	—	—	26	18.2
Transport (g).....	—	—	—	—	2	—	20	3	—	2	2	—	29	20.3
Managerial.....	—	—	—	1	1	6	—	1	—	2	—	—	11	7.7
Professional (h).....	—	—	—	—	—	—	—	—	—	2	3	—	5	3.5
Clerical.....	—	—	—	—	—	—	—	1	—	—	—	—	1	0.7
Sales.....	—	—	—	—	—	—	—	—	—	—	—	—	—	0.0
Service (i).....	—	—	1	—	—	—	1	—	—	3	1	—	6	4.2
Not given.....	—	—	—	—	—	—	—	—	—	—	—	—	—	0.0
Total.....	—	11	4	16	26	28	29	10	—	13	6	—	143**	100.0
By Industry and Type of Accident‡														
Struck by objects (j).....	—	6	—	6	4	5	7	1	—	—	—	—	29	20.3
Falls and slips (k).....	—	2	4	1	6	7	5	1	—	3	—	—	29	20.3
Collisions, derailments (l).....	—	3	—	1	2	7	12	5	—	4	4	—	38	26.5
Caught in, on, between (m).....	—	—	—	—	7	1	—	—	—	—	—	—	8	5.6
Inhalations (n).....	—	—	—	3	2	1	—	—	—	1	—	—	7	4.9
Conflagrations (o).....	—	—	—	5	2	1	1	3	—	1	—	—	13	9.1
Electric current (p).....	—	—	—	—	2	5	2	—	—	2	1	—	12	8.4
Over-exertion (q).....	—	—	—	—	1	—	—	—	—	1	1	—	3	2.1
Striking against (r).....	—	—	—	—	—	—	—	—	—	—	—	—	—	0.0
Miscellaneous (s).....	—	—	—	—	—	1	2	—	—	1	—	—	4	2.8
Total.....	—	11	4	16	26	28	29	10	—	13	6	—	143**	100.0
Per cent of Total.....	0.0	7.7	2.8	11.2	18.2	19.6	20.3	7.0	0.0	9.1	4.2	0.0	100.0	

* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen. (e) Production process workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

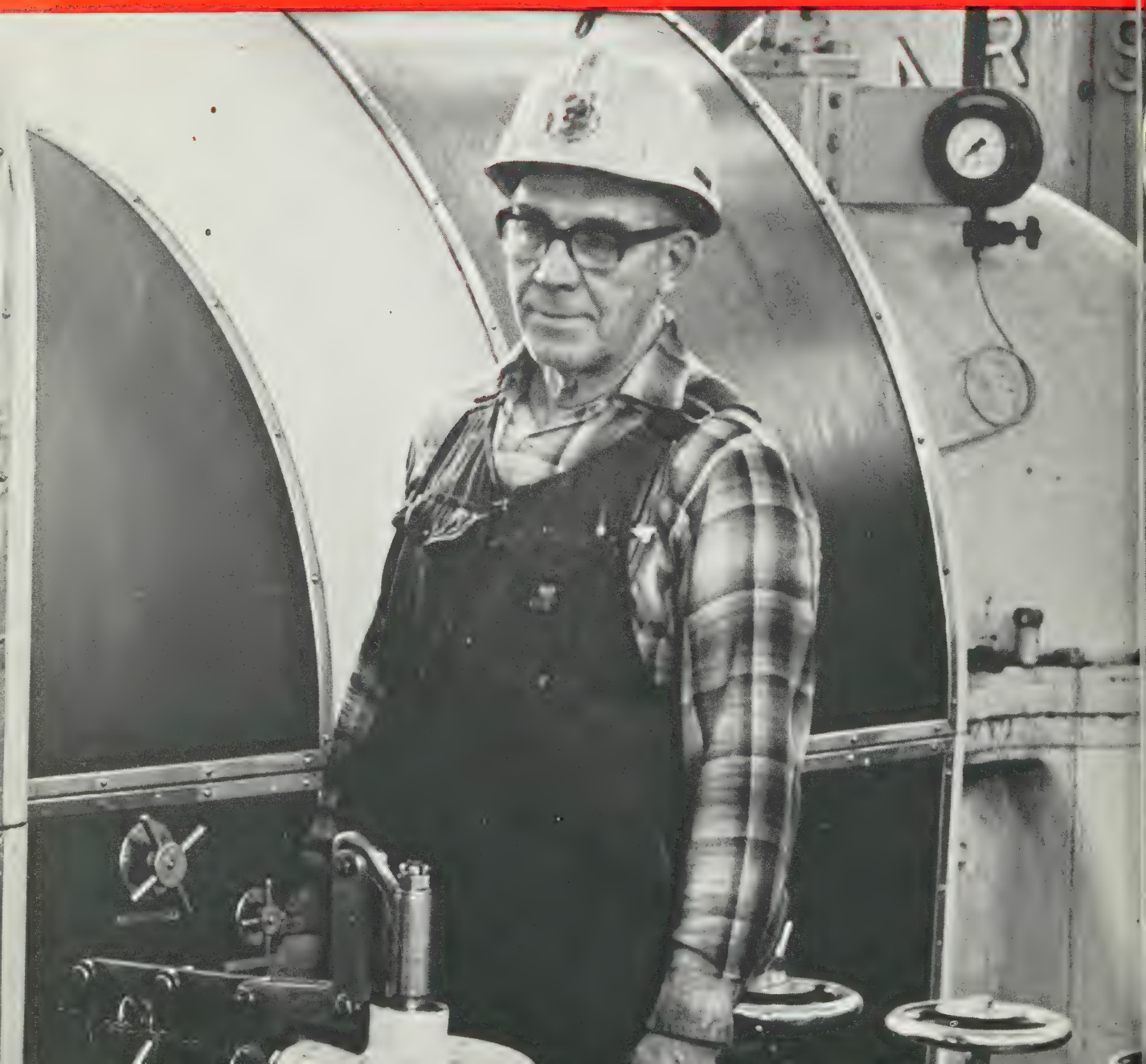
** Of these totals, 127 fatalities were reported by the various Workmen's Compensation Boards; details of the remaining 16 were obtained from other sources.

December 1971

The Labour Gazette



A dozen or more proposals for improving or replacing the present industrial relations system have been suggested. They range from a slight tinkering to an elaborate reconstruction of collective bargaining, from a more permissive to a more repressive approach, from the most fanciful to the most hard-headed reforms. See: Resolving Industrial Strife: is there a "better way"? by Ed Finn, p. 774.





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News briefs

■ The Government of British Columbia has announced a wage subsidy program for new jobs created to take workers off the welfare rolls. In the six months after November 1, the Province will pay 50 per cent of labour costs for new jobs created by private industry and local governments. A special cabinet committee, with Municipal Affairs Minister Dan Campbell as chairman, will oversee the program. Premier W.A.C. Bennett said that his Government is setting no limit on the amount of money it will pay as its share of costs under the plan.

■ Ian Campbell has moved to the Workmen's Compensation Board of Ontario as Director of Rehabilitation. He left WCB in 1951 to join the Canada Department of Labour as national co-ordinator of rehabilitation services for the civilian disabled (LG 1952, p. 707). He was with the Department until 1966 when the Department of Manpower and Immigration was formed. From 1966 to 1971 he was associate director of that Department's Manpower Utilization Branch. Mr. Campbell has a world-wide reputation in his field. On behalf of the Canadian Government, he has studied rehabilitation services in the United States, Britain, Norway, Sweden, Denmark, Finland, Germany, Belgium and Switzerland, and has chaired conferences, lectured, and led seminars on rehabilitation in cities throughout the world.

■ Membership in trade unions and professional employees associations whose headquarters are in the United States is on the increase. The U.S. Labor Department's Bureau of Labor Statistics reports that membership rose 542,000 between 1968 and 1970 to 22.6 million. Of this total, 1.9 million belong to employee associations. In 1970, union and association membership represented 24.7 per cent of the total labour force, a drop from 25.2 per cent in 1968. The percentage of union members in non-farm employment, however, rose from 29.6 per cent in 1969 to 30.1 per cent in 1970. It was 30.5 per cent in 1968. During the two-year period, about 360,000 employees in non-manufacturing industries were added to union rolls, and membership among state and local government employees increased by 143,000.

■ A five-day strike by guards at five Alberta provincial jails was ended on September 1 after an agreement was worked out by Premier Peter Lougheed and the Civil Service Association of Alberta. Under the agreement, a six-man committee was to study the issues of bargaining rights, wages and other working conditions and prepare a report for the Cabinet. Edgar Gerhard, attorney-general in the now defunct Social Credit government, had threatened to fire guards who took part in the strike.

■ Canada's provincial and territorial governments, excluding British Columbia, employed 396,865 persons during the last pay period of June, reports Statistics Canada. This was 12 per cent more than the 353,695 employed three months earlier. Gross earnings rose to \$690.3 million in the second quarter of 1971, 6.7 per cent more than in the first quarter.

The federal Government had 378,986 employees on December 31, 1970, compared with 368,967 in 1968. The payroll at the end of 1970 was \$771.3 million, up from \$653.3 million in 1968. Employment in departments and departmental corporations increased to 243,006 from 230,154 in 1968, but employment in all other corporations and agencies decreased to 135,980 from 138,813.

■ Average weekly earnings for all male employees in large Canadian manufacturing companies at the end of October 1969 were \$142.36 compared with \$133.08 in October 1968, reports Statistics Canada. This gain of \$9.28 represented an increase of 7.0 per cent over 1968 and 22.5 per cent over 1966. The average for women, who accounted for 23.8 per cent of total employment in manufacturing, was \$72.25 in October 1969, a rise of 8.8 per cent over 1968 and 24.8 per cent over 1966. In 1969, average weekly hours for women were 37.6 compared with 40.7 for men. For both men and women, these levels are 0.1 hours lower than the 1968 level.

■ A new federal program of funding for provincial guaranteed income experiments has been announced by National Health and Welfare Minister John Munro. A total of \$5 million will be made available in the coming fiscal year. This amount may be supplemented by social assistance payments under the Canada Assistance Plan. The federal contribution will cover up to 75 per cent of project costs. The purpose of the experiments will be to explore the implications of guaranteed annual income schemes for work incentive, productivity, minimum wage levels, family structure, social services administration, costs and related factors. Funds have already been provided to develop the necessary federal administrative and research staff.

■ A major policy statement that admits not enough has been done to protect the equality of women workers in the union movement was debated by delegates to the national convention of the Canadian Union of Public Employees on September 21. A 35-page bilingual booklet published by CUPE notes that women are under-represented at almost every level of the union. "Without establishing fixed quotas, every effort must be made to increase the representation of women in all bodies of CUPE," the booklet states. It suggests that women should be represented in approximately equal proportion to their numbers and that CUPE locals should negotiate training programs for women to qualify them for more senior positions in public employment. In a foreword to the booklet, CUPE's two top officers Stan Little and Grace Hartman blame both government as well as working people for failure to act on the recommendations of the Royal Commission on the Status of Women. "In allowing government to ignore recommendations that would benefit working people, we share some of that responsibility."

The booklet urges the locals to negotiate clauses on maternity leave, day care, equal pay for equal work, an end to wage discrimination regarding nursing assistants and helping to organize part time women workers. "In order to encourage part time workers to join CUPE, consideration should be given to allowing them to pay reduced union dues," the booklet states. The Royal Commission said that part time work would help women achieve equality of opportunity in employment. It states that minimum requirements for maternity leave should be leave of absence for two months before and six months after delivery of the baby together with retention and accumulation of seniority rights during the leave of absence and guarantee of the same or equivalent position on return to work. The booklet urges delegates to survey their membership on the need for day care facilities and negotiate for it where warranted. "If day care is provided by the employer, such facilities and programs should be managed by a joint labour-employer committee." CUPE locals at Toronto's Riverdale Hospital and Western Memorial in Cornerbrook, Nfld., have already negotiated day care centres for the children of the staff.

The booklet states all public employers should be asked to issue a declaration ensuring equality of opportunity for women in their employ and that each CUPE local should establish a women's rights implementation committee. This latter body would ensure that applicable recommendations of the Royal Commission are implemented.

Other key points in the booklet are: concern for problems of working women; designating jobs by sex; job opportunities for women; discrimination against women workers in pension plans and group life insurance; pay during maternity leave; the same retirement age for women and men; and elimination of a secretary's pay being based on her superior's position and salary.



David Archer

■ David Archer, President of the Ontario Federation of Labour and a Vice-President of the Canadian Labour Congress, has been named to the board of Governors of York University, Toronto.

50 years ago

The Labour Gazette 50 years ago reported on the training of British welfare workers, the employment of women in establishments kept by orientals, public health in Hamilton, coal mine fatalities in the United States, labour legislation in India, minimum wage orders affecting female employees, and the Second International Congress of Working Women.

■ In Britain, 50 years ago, the scientific study of the problems associated with industrial welfare was still in its infancy, and welfare work was defined as “the provision by the management for the workers of the best conditions of employment, including everything that bears on the health, safety and general well-being and efficiency of the worker, while avoiding any interference with his private affairs.”

The material basis of these conditions was largely provided by the Factory Acts, but it would be the function of the welfare worker “to promote an atmosphere of fellowship, good will, mutual regard and co-operation, in which the material comforts so secured may be utilized to the best advantage.” These duties were to give the welfare worker a recognized place in the factory, and to establish a point of contact between management and workers.



The training of welfare workers differed according to the student's qualifications, but two years was, as a rule, the shortest period necessary to cover both academic training and supervised practical work. Residence in a working-class neighbourhood was suggested as one means of getting practical experience.

■ The Public Safety Committee of Winnipeg recommended that City Council give immediate effect to the Provincial act of 1913 prohibiting employment of women in restaurants or stores kept by Orientals. This act, which was to come into force on proclamation, had not yet been proclaimed. New legislation, it was stated, would be required to deal with the employment of women by Orientals in “free admission parlours.”

■ The Board of Health of Hamilton, Ont. went on record as favouring minimum wage for the various trades, after the medical officer of health presented a report in which he traced the considerable amount of sickness and disease in the city to the inability of poorer families to buy the necessities of life.



■ **Coal mine fatalities in the United States during 1920 numbered 2,260.** The number of employees in and about coal mines was estimated at about 775,000. The output of coal for that year showed an increase of 18 per cent over the production of the previous year. The quantity of coal produced for each life lost during the year was approximately 285,700 tons; for every million tons of coal mined, there were 3.50 lives lost. This was a 2.46 per cent reduction in the number of coal mine fatalities reported the previous year.

■ **Numerous strikes in Bengal involving public utility services resulted in the formation of a committee on industrial unrest.** The committee recommended the use of conciliation boards to settle disputes and promote harmonious relations. A conciliation panel appointed by the Government proved successful in settling disputes, and was soon established on a permanent basis.

The attitude of the Indian Government toward trade unions was indicated in a statement made by Sir George Lloyd, Governor of Bombay, to a deputation of the All-India Trade Union Congress. Sir George ex-

pressed the opinion that the organization of labour on sound economic lines was an unquestionable advantage to labour, to the community and to government. He also promised his support to the movement.

■ **The Minimum Wage Board of Manitoba standardized the regulations governing the occupation of female employees in the following industries:** abattoirs, cigars, confectionery and biscuits, creameries, drugs, groceries, macaroni and vermicelli, paper box, pickles, soap and yeast. Some of the amendments required by order that no experienced female employee 18 years of age or over was to be paid wages at a rate less than \$11 a week. (At the time these regulations were issued, the average cost of the weekly family budget of 29 staple foods was \$11.08. The cost of food, fuel and rental averaged \$21.60.) When lodging was furnished by the employer, wage deductions for this service were to be not more than \$2 a week for board, not more than \$4.50 a week for room, and for both lodging and board, not more than \$6 a week.

The hours of labour were to be not more than 9 in any day and not more than 48 in any week. These hours were to be so arranged that each female employee would receive one afternoon half holiday each week. No female employee was to work between 9.00 p.m. and 7 a.m., nor between 12 o'clock Saturday night and 12 o'clock Sunday night.

■ **Shocked by certain working conditions existing in Italy, the Second International Congress of Working Women recommended that the agricultural workers of Italy must not sleep in stables, that each worker should have a bed, properly aired, that where necessary the workers' rooms must be heated, and that separate accommodation must be provided for both sexes under sanitary conditions.**

The Congress also recommended that, in order to prevent the spread of anthrax among textile workers, the governments should require the proper disinfection of all wool at the ports of embarkation, and that scientific methods for dealing with animals themselves should be devised. In addition to various other topics and recommendations, the Congress founded the International Federation of Working Women. The objects of the Federation were: to promote trade union organization among women; to develop an international policy giving special consideration to the needs of women and children, and to examine all projects for legislation proposed by the International Labour Conference of the League of Nations; and to promote the appointment of working women on organizations affecting the welfare of the workers.

Resolving industrial strife: is there "a better way"?

by Ed Finn

In Arthurian legend, one of the Knights of the Round Table, Sir Galahad, devoted his life to a search for the Holy Grail. The modern version of his quest has been undertaken by some "knights of the bargaining table"—the search for the ideal system of labour relations: one that contains no flaws, no conflict, and, above all, no strikes.

Conflict is inherent in the present adversary system of labour relations. Inevitably this conflict occasionally culminates in strikes, causing economic loss and public inconvenience. Nevertheless, the federal Task Force on Labour Relations (LG 1969, p. 269), after a detailed study of Canada's collective bargaining system, concluded that its benefits far outweigh its defects. "Although this system may seem costly," the task force report declared, "it may well be more healthy and less expensive in resolving labour-management disputes than any other method."

This judgment of the task force is not universally shared. Many Canadians in all walks of life—journalists, politicians, jurists, academics and even some trade unionists—have become disenchanted with the disrupt-

Ed Finn is Research Director of the Canadian Brotherhood of Railway, Transport and General Workers. He was Public Relations Director of the CBRT from 1963 to 1970 and has been labour columnist for the *Toronto Daily Star* since May 1968. Finn was a public relations consultant with the Canadian Labour Congress from 1959 to 1963. Before this, he worked for 11 years as a journalist on the *Western Star*, Corner Brook, Nfld., eventually becoming managing editor, and he also did reporting for the *Montreal Gazette*.

tive aspects of industrial warfare. The *Financial Times* articulated their exasperation in an editorial deploring "the obsolete rules of collective bargaining" and calling for the discovery or invention of "a more civilized way of regulating labour relations."

This refrain—the insistence on "a better way" of resolving disputes between labour and management—runs through most of the current complaints against the adversary system. Although most of the critics fail to offer alternatives, a dozen or more proposals for "improving" or replacing the present system have been suggested in recent years. They range from a slight tinkering to an elaborate reconstruction of collective bargaining, from a more permissive to a more repressive approach, from the most fanciful to the most hard-headed reforms. These proposals may be divided into five categories: Utopian, Repressive, Radical, Innovative, and Mediative.

The Utopian proposals

The Utopian suggestions usually start from the premise that, **labour and management have common goals and interests, they should therefore consider themselves partners in industry rather than opponents. It follows from this roseate view that sane, sensible representatives of**

both sides should be able to reach an accommodation without resorting to threats or coercion.

A leading exponent of the co-operative approach is T. G. Norris, who retired from the bench of the British Columbia Court of Appeal in 1968. The eminent ex-jurist conducted an inquiry into labour strife on the Great Lakes 10 years ago and was the author of the Norris Report (LG 1963, p. 775) that led to the imposition of a government trusteeship over the Seafarers' International Union. "All that is needed to bring about industrial peace," Norris contends, "is a proper measure of good-will and tolerance."

He believes that labour-management accord can best be achieved at summit meetings of top union and business leaders. "Instead of using their brains to destroy each other," says Norris, "such men should be capable of using them in the public interest . . . in a real effort to bring about that which they say, possibly with tongue in cheek, is their ultimate aim: industrial peace."

When it comes to specific techniques, Norris speaks in rather nebulous terms of "a system of formula-pricing for labour that would lead to the salvation of our industrial economy." But he does not flesh out this system, other than to suggest that it could be devised by a three-man commission made up of businessman J. V. Clyne, CLC Secretary-Treasurer Bill Dodge, and labour economist Kenneth Strand. "I know that it will be said that what I have suggested is purely visionary," Norris concedes, "but vision has been the basis of the success of our country and its democratic institutions."

Unfortunately, the Norris vision is much too vaguely defined to serve as a workable substitute for the prevailing system. It also has the flaw of being an élitist approach—one that assumes that an accord reached at the summit can somehow be implemented at all levels of labour relations in Canada. This, to put it mildly, is a very dubious assumption.

Some of the more extreme proposals of the advocates of "industrial democracy" (LG, May, p. 299) must also be regarded as Utopian, at least in the short-term outlook. These ideas go beyond the co-management principle to envisage "workers' control" of industry. André Beker-
man, education and publicity officer of Local 1000, Canadian Union of Public Employees, Toronto, defines the objective of workers' control: "To obtain direct control by workers over the scheduling of work, the speed of production, work methods, and the selection of supervisors. It is also essential to establish veto rights over layoffs, discipline and other managerial prerogatives . . . and control can be extended over all significant deci-



Ed Finn

sions such as pricing, technological change, expansion plans, plant shutdowns, and relocation and investment policies."

From a union standpoint, these may be desirable goals. But their attainment would call for nothing short of a sweeping reform—if not the destruction—of the entire capitalist system. It would also entail drastic changes in the philosophy of Canadian labour unions, most of which

are now as committed as the most conservative employer to the tenets of "free enterprise" and the separation of labour and management functions. Prospects for such a revolution are exceedingly dim.

Another series of proposals that must be labelled Utopian are those calling for the transplanting of foreign labour relations systems to Canada. The most favoured model is the Swedish system, which has produced the lowest incidence of strikes and disputes of any western industrialized nation. Other countries' methods however—for example, those of Japan, The Netherlands, Yugoslavia, West Germany and Switzerland—also have their local supporters.

What the foreign-model enthusiasts usually overlook is that these labour relations systems flow out of, and reflect, the indigenous and often unique social, political, cultural and economic conditions of those countries. They cannot be uprooted from their native soil and grafted successfully onto an entirely different socio-economic structure. The effectiveness of the Swedish system, for example, stems largely from the exceptionally high degree of union and management organization; more than 90 per cent of all workers and business firms are represented by unions or employer associations. The nation-wide bargaining this framework permits is unattainable in Canada as long as two thirds of the workforce remains unorganized.

The tranquility obtained by The Netherlands' system has come from an extensive array of state planning and regulation, including rigid wage and price controls, of a magnitude that neither unions nor employers in Canada show any inclination to accept. The Japanese system is anchored to an all-embracing industrial paternalism in which employers assume lifelong responsibility for virtually all the material needs of workers and their dependants. This approach is clearly alien to Western thinking.

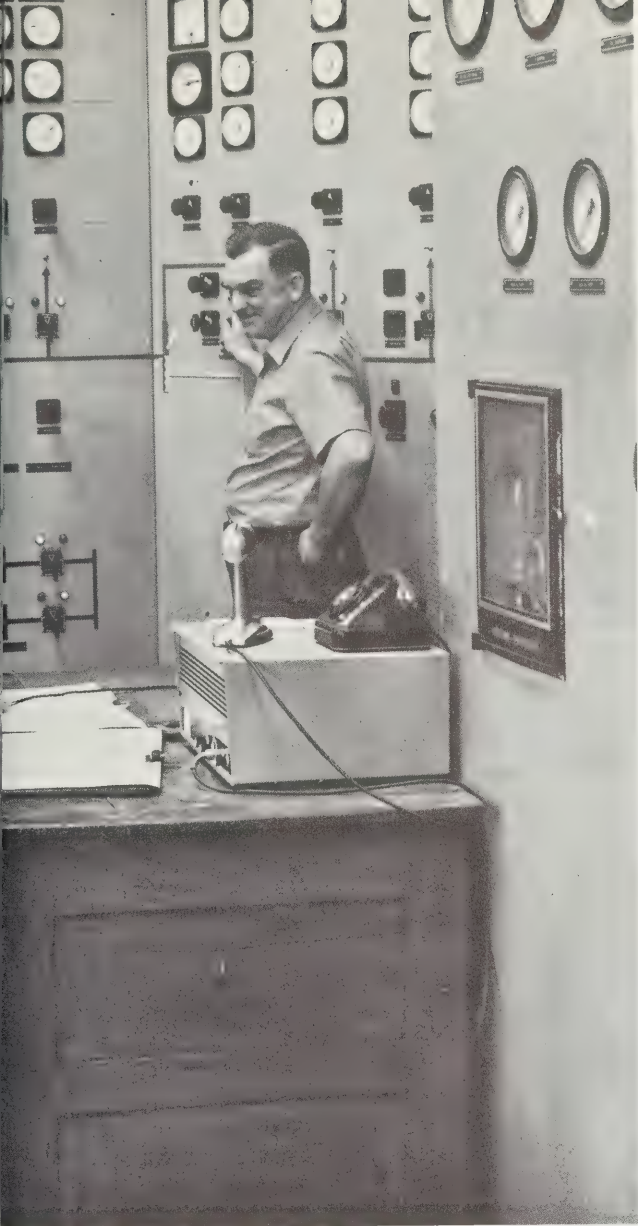
It should be noted, too, that most of these foreign systems have been experiencing some difficulties in recent years. Even Sweden's labour relations Eden has been infested by the serpent of strikes and lockouts. As Labour



Minister Bryce Mackasey observed in The Labour Gazette of January 1971, "The fact of the matter is that, in all parts of the world, systems of industrial relations are feeling the pressures of rapid economic and social change, and are responding with only limited success."

The repressive proposals

Most of the repressive proposals start from the premise that the main cause of industrial conflict is the exercise of undue power and freedom by one or both of the participants. (Labour is cast as the villain more often than management.) If this premise is accepted, the obvious solution is to impose restraints on excessive use of power by either unions or business firms.



These proposed curbs usually take some form of compulsory arbitration. The most popular seems to be the establishment of labour courts, vested with the authority to impose a settlement in the event that a union and employer cannot reach voluntary agreement. Morris C. Shumiatcher, a Regina lawyer, is one of the most outspoken advocates of labour courts. He argues that such courts are as necessary to protect the public from industrial warfare as the civil courts are to guard the public interest in other areas. He sees labour tribunals also as a corollary of the present custom of referring to compulsory arbitration those disputes that arise during the contract term.

"A labour court," says Shumiatcher, "would be a natural outgrowth of the practices that unions and companies have acknowledged ought to be vested in a third party—namely, an impartial arbitrator, where irreconcilable differences arise out of an already existing agreement."

This analogy is not nearly as valid as Shumiatcher and other labour court supporters seem to think. An arbitrator called upon to rule on a grievance involving interpretation of a collective agreement has a written set of rules to guide him—the terms of the contract itself. An arbitrator empowered to rule on the justification of a union's demands for improved wages and working conditions has no such objective criteria on which to base a decision. No such criteria exist. Under these circumstances, arbitration becomes a chancy and imprecise procedure.

Shumiatcher refers approvingly also to the system of labour courts that have existed in Australia since the turn of the century, seeming to ignore their dismal record. For, as Frances Bairstow, Director of McGill University's Industrial Relations Centre, has observed: "After 60 years of compulsory arbitration, Australia has the unenviable record of five times the annual number of strikes as does Canada."

The Woods Report listed several other defects of compulsory arbitration. It has a "potentially corrosive effect on the decision-making process, both within and between unions and management." It serves also "as a crutch for weak leadership," to the extent that it enables union and company officials to take all politically embarrassing disputes to the arbitrator "and let him make the unpopular decisions . . . In the long run, the effect would be to undermine both the leadership in question and the collective bargaining process itself."

Most of the vocal champions of repressive measures are to be found among the ranks of senior company executives—men like R. P. Riggan, Vice-President of Noranda, Harold Clawson, Vice-President of Stelco, and Lloyd Hemsworth, Vice-President of Kimberly-Clark Ltd. These management spokesmen argue that unions have become too powerful, and that major legislative controls over their power are needed to restore the alleged imbalance that has occurred. "Union monopolies should be curtailed," says Riggan. "All our labour legislation and administration is significantly canted in favour of the unions," charges Clawson.

There is no empirical evidence to support these contentions. Powerful unions are still far less numerous than weak unions. More strikes continue to be lost than won. The image of huge labour bullies bludgeoning helpless employers into submission hardly squares with the actuality of the union-management relationship. Besides, an imbalance of power is often an essential ingredient in arriving at an accommodation. As Prof. Roy Brookbank of Dalhousie University has pointed out (LG, Feb., p. 116), settlement often occurs because one side or the other doesn't feel it has adequate power to back up further argument. There is always, in the democratic system, some kind of imbalance—but the democratic system makes constant adjustment the main issue, not perfection, or “peace at any price.”

The unions probably could argue more persuasively that labour legislation is slanted against them. In any event, the businessmen's clamour for more curbs on unions evidently failed to impress federal Department of Labour officials, judging from the proposed amendments to the IRDI Act tabled in Parliament last June. “The bill provides no comfort for those who look to restrictive legislation for solutions to the problems of industrial relations,” Labour Minister Mackasey said bluntly when he introduced the amendments.



The defects of restrictive laws and compulsory arbitration have been graphically demonstrated in British Columbia, where a Mediation Commission empowered to impose settlements has floundered ineffectually for the past three years. Instead of cooling off industrial conflict, the Commission's first three years of operation have seen more man-days lost in strikes and lockouts than had been lost in B.C. in the entire preceding decade.

The innovative proposals

A more appropriate label for the innovative proposals might be “gimmicky,” because most of them involve a clever twist in the customary bargaining process. Their ingenuity, however, is no guarantee that they are practicable.

One of the most intriguing proposals in this category is “forced choice” arbitration, more commonly known as “final offer selection” (FOS). It differs from conventional arbitration in that the arbitrator, **instead of devising a compromise between two extreme positions, decides wholly in favour of one of the final offers submitted by the two sides. The assumption is that both union and management will be compelled to present realistic positions for fear of having their opponent's terms imposed on them.**

This concept has been advanced as a dispute-settling formula by Val Scott, General Manager of the Ontario Hydro Professional Engineers and Associates. He points out that, although the FOS method is new to Canada, it has been adopted in the United States by the Tennessee Valley Authority for its engineers, and was a central feature of President Nixon's proposed bill to regulate bargaining by the railway unions.

“In practice,” says Scott, “FOS would bring sufficient pressure to bear to encourage reasonableness, and greatly reduce the number of unresolved issues that might require recourse to arbitration.” His advocacy of the FOS technique is forceful, but it overlooks some obvious shortcomings. First of all, the system would put into the hands of one man awesome power over the wages and working conditions of large numbers of people. Not many groups of workers would willingly yield such power to a single individual, regardless of how great a paragon he might be. They certainly would balk at surrendering their right to ratify final contract terms.

The biggest hitch in the FOS concept centres on the definition of the word “reasonable.” The selection officer,

we are told, "will consider each submission as a package, and will decide totally in favour of the one he considers the more reasonable." But in the absence of objective criteria, reasonableness is purely subjective. How does an officer decide whether the union's demand or the employer's counter-offer is reasonable when much of the relevant background information is denied him, or, if available, is too abstruse to be properly evaluated,

Then there is the not unlikely possibility that the selection officer will find both the union's and the company's final positions equally reasonable. That is, each of them will be as reasonable as their conflicting interests will permit, and still be poles apart. What does the selector do then, Toss a coin,

These are some of the more obvious flaws in the FOS proposal. It may nevertheless be a feasible method for professional groups such as engineers, and perhaps for other employees in essential services who eschew the strike weapon, either on ethical or practical grounds. But it should be used only when the employees themselves freely ask for it. Any attempt to impose it on all workers through legislation would be as fiercely resisted as compulsory arbitration.

Another gimmicky proposal is the "non-stoppage strike," in which workers remain on the job, but forego their wages, while managers and owners correspondingly forfeit salaries and profits. The theory behind this bright idea is that it enables the parties to apply economic pressure on each other while protecting the interests of innocent third parties. A variation of this proposal, advanced by an American professor of business, J. H. Foe-gan, calls for both the union and the company to make regular daily or weekly deposits into a fund held by a mutually-agreed-upon trustee. Both production and bargaining continue, with less of these funds returnable as settlement is delayed. Beyond an agreed-upon point, none is returnable, and all the money is assigned to some acceptable charity.

The U.S. Labor Law Journal has dismissed this brainstorm as being "of questionable legality and doubtful usefulness." Looking at it from a labour standpoint, its chief drawback is that it assumes fiscal equality between workers and employers. No such equality exists. The ability of management to sustain loss of income and profits is infinitely greater than the capacity of their employees to forego their wages. Endurance contests based on cessation of income would thus be heavily weighted in favour of the employer.



Less innovative, but still a startling departure from the conventional wisdom, is the proposal of voluntary arbitration. It is especially surprising when espoused by unionists who had hitherto been stalwart champions of the strike weapon. These converts to arbitrated settlements include such prominent U.S. labour leaders as AFL-CIO President George Meany, Steelworkers President I. W. Abel, and Communications Workers President Joseph A. Beirne. Meany has been saying for the past year or so that "we are getting to the point where a strike doesn't make sense in many situations . . . They don't settle a thing." As early as 1959, Beirne referred to the need to re-evaluate the union's ultimate weapon, the strike. "When fewer and fewer people are actually engaged in providing the direct service to the customers, and more and more are involved in auxiliary functions, how effectively can you halt production,"

The American Arbitration Association has appointed a two-man committee to discuss with union leaders the possibilities of using arbitration as an alternative to strikes in deadlocked negotiations. The two men—David L. Cole, a veteran arbitrator, and David A. Morse, former head of the ILO in Geneva—have received sympathetic hearings from most labour officials they have so far met. Meany stated openly that voluntary arbitration is worth exploring. "It's something highly desirable," he said, "if it can be accomplished."

The response to voluntary arbitration from the rank-and-file has not been so favourable. Already the Steelworkers' chief, I. W. Abel, rebuked by a militant membership, has had to back off from his flirtation with arbitrated settlements. It may well be adopted by certain unions and employers in large key industries where strike confrontations in the past have proved mutually calamitous. **But the prospect for any wide-scale adoption of third-party awards in Canadian collective bargaining must be considered remote. It has even fallen into disrepute in the federal Public Service, the only sector where it has been extensively used in Canada.**

A more attractive and feasible method of settling contract disputes—at least in essential industries—has been proposed by Leland Hazard of the Carnegie Institute of Technology. His proposal is based on a simple assumption: that public service employees will not strike if their wages and working conditions approximate those of similar workers in private industry. The reasoning is that strikes "against the public" can be avoided only if the public, through its elected representatives, decides to remunerate its employees adequately. Otherwise the public has no more right to claim immunity from labour troubles than do stingy employers in the private sector.

The problem is how to determine objectively what constitutes a fair wage for workers in the public service. Hazard's scheme offers a possible *modus operandi*. He suggests establishment of a permanent "industrial peace commission" whose function would be to review working agreements in essential industries and to propose equitable terms of settlement in each set of negotiations.

The commission members, selected for their impartiality, would be drawn from labour, industry, the professions and the universities, and appointed on a long-term basis to free them from political influence. They would be supplied with a secretariat and a staff of statisticians, economists, researchers and other specialists. Periodically, the commission would hold public hearings at which unions, employers and other interested parties could make representations.

The commission and its technicians would continually evaluate all factors bearing on employment standards in the public service. It would ascertain and study information on such subjects as job skills, living costs, and comparative rates of pay in private industry. Basing its recommendations on this analysis, it would issue annual or biennial proposals for adjustments in wages and other benefits for all workers in the public sector. **The recommendations, of course, would not be legally binding; but they would carry such moral weight that any union or employer failing to prove their inequity beyond doubt would incur great public disfavour if it were to ignore them.** Hazard does not advance the IPC as a fool-proof formula. He admits that its adoption would not entirely eliminate public service strikes. Nevertheless, he believes it would reduce strikes to a tolerable minimum, which is perhaps the best that can be hoped for in a democratic society.

Hazard's plan merits a trial. Even if it proved effective, however, its limited application to essential services would still leave most of the private sector untouched. Perhaps that is as it should be, but others who seek the Shangri-La of labour relations might not agree.

The radical proposals

One factor common to all the foregoing schemes is that they presume a continuation of the standard bargaining methods, at least up to the point of an impasse. They also avoid tampering with union and employer structures. Not so the radical proposals. They are based on the premise that the inadequacies of collective bargaining derive from the allegedly cumbersome and outmoded character of our industrial institutions.

"The existing structure must be remodelled completely to give freedom of action a chance to work," declares Vancouver labour lawyer John Laxton. "All efforts in the past to improve labour-management relations have amounted only to piecemeal reforms. We must now recognize that this kind of tinkering is not working. It is time to give earnest consideration to a radical restructuring of the whole system."

Laxton's proposal is the most radical of all those made in recent years. He calls for **the enforced merger of all labour organizations in Canada into 10 or 12 giant unions, and the allocation of the entire workforce, organized or not, among these groups. Employers would be similarly lumped together into units corresponding to the unions. Contracts for all employers would be for a two-year period and would all terminate on the same date. Bargaining would be continuous, and the right to strike and lockout would be preserved.**

Laxton argues that this "radical restructuring" would take away from labour and management the weapons that now enable them to wage limited but harmful battles, and arm them instead with the equivalent of atomic bombs. "Thus it will be all-out war or nothing. A strike or lockout would put hundreds of thousands of people out of work at the same time, and severely endanger the economy. The chances are that, given such powers, both sides would refrain from using them. Yet the basic freedoms to withdraw one's labour or close down one's business would still be preserved."

The Vancouver lawyer cites several additional benefits to be gained from his proposed overhaul: it would eliminate unfair competition between unionized employers and those paying non-union wages; it would do away with jurisdictional disputes between unions, and eliminate the waste and duplication that now result from the labour movement's fragmentation; it would stop all picket-line violence, for picketing would be unnecessary in a system that precludes the hiring of strikebreakers; and it would virtually remove the courts from the labour scene, injunctions and appeals being associated mainly with picketing, organizing and secondary boycotts, all of which would have disappeared.

Unquestionably, the kind of highly centralized system that Laxton suggests would live up to most of the claims he makes for it. One may have qualms about the creation of vast union and employer monopolies and the threat to individual freedoms that might ensue; and one might also fear that the "atomic bomb" of wide-scale strikes would occasionally be dropped. These risks aside, however, Laxton's radically restructured system would certainly prove much more orderly and efficient than the present one.

The trouble is that **a system like this one calls for state intervention on such a massive scale—requiring the close co-operation of the federal and provincial governments—that it simply isn't feasible.** Laxton suggests that it could be tackled by any one province individually, but the odds are against any province voluntarily getting that far out of step with the rest of the country. If it were only the unions that objected, perhaps one or more of the provinces might be tempted. But the employers would be even more opposed—especially to the enforced unionization of all workers; and no government is going to plunge into a major reform that both labour and management are certain to resist.



The same drawback applies to a similar scheme that was proposed a few years ago by the then deputy minister of labour in Québec, Robert Sauvé. His plan called for "sectorial bargaining," and, like Laxton's, required that **all workers be unionized and that all employers participate in joint negotiations on an industry-wide basis.**

According to Sauvé, it would lead to a rationalization of the province's "small-time beaneries and two-bit factories," an upgrading of the unorganized working poor, and a new era of industrial peace.

Initially Sauvé's plan was supported by both of Québec's central labour federations, the CNTU and the QFL, by top government officials including Premier Bourassa, and even by the larger, unionized business firms that saw the advantage of removing low-wage competition. But then the objections came rolling in from non-union employers (still in the majority in Québec) and from unions that foresaw possible extinction in the province; so the Sauvé plan was quietly dropped.

Most other radical proposals are variations of the Laxton-Sauvé models, involving rearrangement of existing labour and management structures as if they were so many toy building blocks. An interesting twist has been offered by a Toronto lawyer, Robert D. Perkins, who suggests that wage disputes be settled by a special bench of judges with the power to call "citizens' juries." His reasoning is that the public—the supposedly unrepresented third party at the bargaining table—should be the arbiter in labour-management conflicts, and that this could best be done through the jury system.

The public, of course, is already represented in labour disputes by government conciliators and by the whole system of labour legislation. If government doesn't act on behalf of the public when it imposes compulsory conciliation in all industrial disputes, then whose interests is it protecting, Citizens' juries, with no special competence in the field of labour relations, would create much more trouble than they could possibly avert.

The mediative proposals

The people most closely associated with the practice of industrial relations are, generally speaking, the ones who are least inclined toward drastic changes in the present system. They see its defects, but they are also deeply conscious of its merits. They understandably lean toward the mediative approach in the event of bargaining deadlocks.

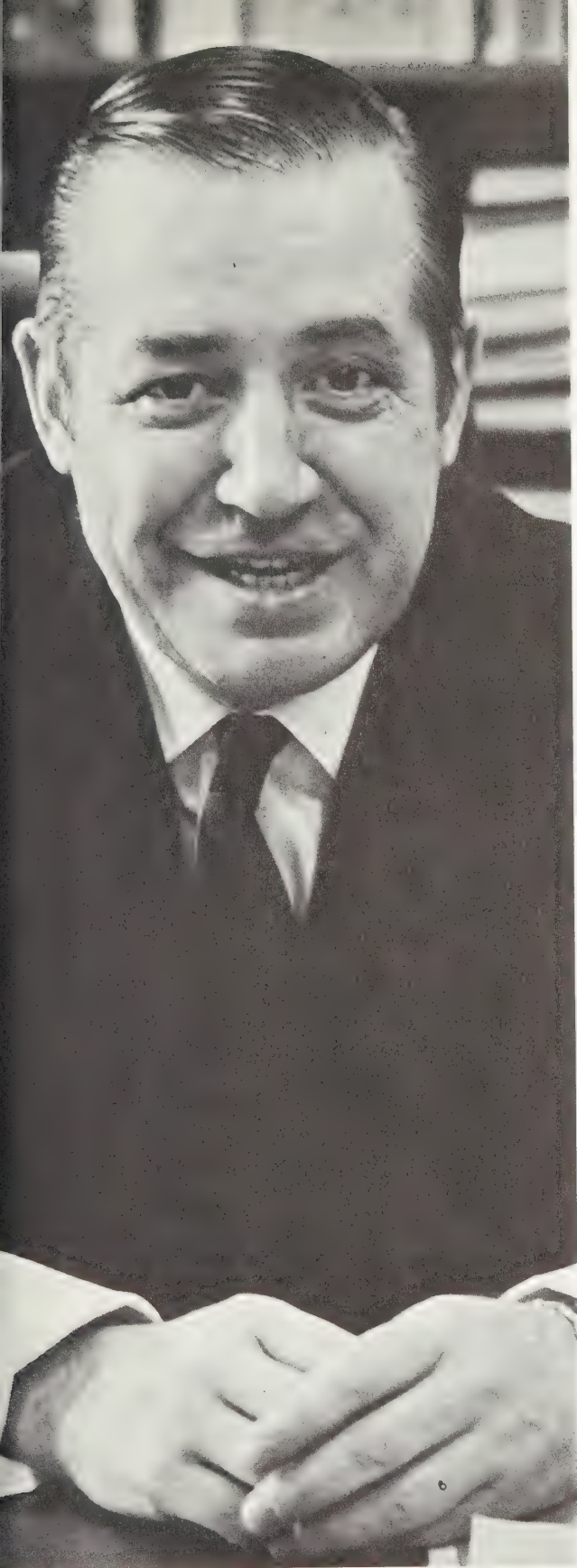
The foremost advocate of mediation is, of course, the federal Minister of Labour, Bryce Mackasey. His "preventive mediation" technique—unlike most of the others previously cited—has the clear advantage of having been translated successfully from theory into practice. During the past few years, Mackasey's trouble-shooting specialists have racked up a near-perfect record of peaceful settlements and averted or abbreviated strikes.

The mediative approach is premised on the belief that a highly skilled "referee" can work out the face-saving compromises necessary for an agreement between two mistrustful antagonists. Each of Mackasey's trained industry specialists is an expert in his own field, and personally acquainted with union and company officials. Their task is to get involved in incipient disputes and probe for strike-avoiding formulas. Because they have the confidence of both sides, they are able to cut through the bluff and bluster and find out where the settlement range really lies.

Mackasey devised his mediation approach because he is, above all, a pragmatist. He realizes that no two confrontations between unions and employers are alike; that each has its own peculiar blend of contending forces. There is no magic formula for equalizing the power of union and employer in every set of negotiations. Even if there were, it would be no guarantee of industrial peace. It might, on the contrary, produce longer, bloodier, and more frequent conflicts. Neither is there any conceivable labour code that could be applied, Procrustean-like, to all labour disputes. **That is why Mackasey opted for the flexibility and expertise of mediation, rather than the legalistic restraints urged on him by many businessmen and editorial writers. He decided that what was needed was a workable method of resolving each dispute as it occurs, within its own particular framework.**

Mackasey was denounced in some quarters as being "too permissive," but he soon confounded his critics. In 1970, the first full year of his mediative policy, his trouble-shooters settled 92 per cent of the disputes referred to them from industries in the federal jurisdiction. This feat didn't impress some critics, who pointed out that most of the squabbles involved small groups of workers. They predicted he would come a cropper in 1971 when half a dozen crucial negotiations were scheduled in major industries, all of them potentially explosive. But once again they were forced to eat their words as, one by one, Mackasey's mediators—and, as a last resort, Mackasey himself—calmly and methodically defused the bombs of labour unrest. Their settlement record for 1971 may be even higher than it was in 1970.

This is not to imply that the mediative approach is idyllic, that it has surmounted all obstacles. It is still being attacked—not on the basis that it won't work, but on the basis that it sometimes produces peace at an unacceptable price. Several of the settlements devised by Mackasey and his mediators in 1971 were denounced by the press, and even by some of his political colleagues, as "inflationary." This charge was made despite the fact



Bryce Mackasey

that most of the mediated wage increases were at or below the average percentage rise recorded in the entire private sector.

A few grumbles were heard also from union spokesmen, to the effect that the mediators were really "enforcers" of official or unofficial wage guidelines set by the federal Government. They complained, too, that the mediators, in their zeal to get a settlement, sometimes displayed no concern for the fairness or adequacy of the proposed terms.

As no set of contract terms will ever please everyone, such carping is perhaps inescapable. More disturbing is the threat posed to the mediative approach by growing rank-and-file distrust. Mediation, by its very nature, involves only the union and management negotiators. Secrecy is a key component of its effectiveness. But the union members, unless they have complete faith in their negotiating team—a rarity these days—tend to be suspicious of agreements arrived at through a system they cannot perceive or understand. In this kind of situation, the mediators are powerless. It avails them nothing to propose a settlement package acceptable to union leaders if the rank-and-file then refuse to ratify it. Rejection by union members of mediated terms has occurred several times, and accounts for most of the relatively few failures on Mackasey's performance chart.

On balance, however, **the mediative approach has been remarkably successful. It is by no means perfect; but then, perfection and democracy—or, for that matter, perfection and free collective bargaining—are by definition incompatible.** The proponents of the other labour relations reforms previously discussed might argue, with some justification, that their ideas would produce even better results if they were given the same test as the mediation method. That may be so. Some of them are attractive, and a few may even be feasible. But until some government decides to experiment with them, the technique of preventive mediation must be accorded top honours. **It has been proved effective. It promotes industrial peace. It sharply reduces the incidence of strikes. And all without tampering unduly with the traditional process of collective bargaining.**

Preventive mediation may not be the Holy Grail the perfection-seekers yearn for. But it does offer a workable method of improving labour-management relations and resolving disputes. To that extent, at least, the search for "a better way" has been worthwhile.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

Book reviews



Starting Over, by Damon Stetson, The MacMillan Company, New York, New York, 258 pages.

"The two-career life, like the two-car garage, has become a part of the American scene," says Frank Coss, Vice-President in charge of Research for Deutsch & Shea, specialists in manpower and personnel. The two-career life is the theme of a new book by Damon Stetson, a reporter for *The New York Times*, who based it on personal interviews with people who were eased out of or shucked nondescript working lives for other careers, achieving success and a goodly measure of peace of mind in the process.

Along in his 40s, the author says, the American male often plunges into strange fits of black depression. He wakes in a sweat at 4 a.m. He stares at the dim ceiling. He has suddenly come to realize that he will never become president of his company, be appointed top account executive, win a Pulitzer Prize, head the bank, or make that million. His once bright ambitions creep past like beaten soldiers. Should he dye his hair, have an affair, get divorced, quit his job, But how can he sacrifice that pension, that company-paid insurance? what girl wants him? what new employer?

This is the time, Mr. Stetson says, not only to take a hard, objective look in the mirror, but also to look around, to dust off some of those earlier dreams or to begin dreaming again. And to prove that everyone has a second chance to catch the brass ring on the merry-go-round, the author seeks out hundreds of second-careerists to prove that work is better the second time around.

Although not completely satisfied with their work, men in their 40s and 50s have usually become attached to their current jobs. The seniority they have built up has given them privileges, vacations, pensions, and other equities that they might lose if they changed employers. There are also psychological factors that pin them to a dull but comparatively comfortable existence. Well-established routines and a familiar group of colleagues are fitted on cosily like a well-worn pair of old slippers.

But although people's habits seldom change, the working world around them does not remain static. The very proper, conforming "obey first and think second" organizational man is giving way to a younger, more imaginative, more venturesome, less stereotyped individualist with waning admiration for the ideal of organizational fealty so characteristic of William H. White, Jr.'s, *Organization Man* of an earlier era.

The new executives can't help rocking the organizational boat, and the older man may find himself being tipped over into swirling waters beyond his depth. "People used to remember all too well how tough it was to get a job during the Depression," one executive said. "It's a new ball game today." And although the young executive slips in and out of jobs like a greased burlesque queen, the older man whose job and very life style is threatened, will have a tougher time getting accepted on a new ball team.

Says John W. Gardner, former U.S. Secretary of Health, Education and Welfare: **"I would like to see the time come when many employing organizations will sponsor mid-career clinics to which men and women can go to re-examine the goals of their working life and consider changes. And I would like to see people visit such clinics with as little self-consciousness as they visit their dentist."**

"Too many middle-aged people are working at a fraction of full capacity because of circumstances that could be altered. Perhaps they are in a blind-alley job or a job unsuited to their talents, or caught in an unproductive relationship with their immediate supervisors. Perhaps they simply need challenge and change. Perhaps they are ready for a second career."

Some businessmen, even those with huge six-figure salaries, become disillusioned and bored, or they decide that they would like to seek new challenges in a more congenial atmosphere. Not long ago, the \$125,000-a-year group vice-president of a major television network announced that he was giving up his post because it lacked "a great deal of the activity and a good bit of the challenge that I enjoyed so much. There was no problem," he explained. "I was ready to make a change. The network has been good to me. But I agree with John Gardner who said that people, like flowers, need repotting one in a while."

In was not clear in this executive's case, says the author, whether he had been eased out or whether he was wholly motivated by his desire to set sail for new horizons. But one thing was certain: **his previous success, experience and salary made it possible for him to step out, maintain himself and family in the interim, and yet speak with assurance about prospects for a new position.**

"The forceful type have the potential to move up or out to new frontiers," says author Stetson. "The frightened are probably going to remain trapped in the rat race of daily routines, pressures from demanding bosses, frustrations stemming from the repetitiveness of their days. For some this is enough. They are happier and less

caught up in the race if they stay clear of responsibilities, if they stop striving for promotion, if they work from 9 a.m. to 5 p.m. and then go home, if they create a life away from work that fulfils them in a way that their job 'trap' never can do."

For executives facing uncertainties in the corporate jungle, moonlighting has offered a hedge in the same field, or another one, against displacement or being put on the shelf. Of course with moonlighting there are risks involved, because a conflict of interest may develop that would be displeasing to the moonlighter's employer if he found out about it.

A young executive in a dress-making concern in New York's garment district was earning \$25,000 a year, but frankly admitted that he was doing some moonlighting on Tuesday and Thursday evenings with a competing firm. "Sure, I'd get fired if my boss found out," he said, "but I'm trying to learn all I can about this business—and fast. I'm not going to stay in this madhouse forever. I don't mind telling you, I'm going to start my own shop as soon as I can raise the money."

A hobby or a sports interest may sometimes provide the key that unlocks a new career. The vice-president of a large and well-known manufacturing firm in Chicago endured pressures and overwork and personal conflicts for years as he fought his way up the corporate ladder. But after twelve- and fourteen-hour days during the week, he would relax, whenever possible, on weekends by sailing his boat on Lake Michigan. Despite his love for sailing, a bulging brief case too often confronted him on Saturday mornings and sent him, protesting but loyal, to his study desk for a weekend stint of paper work. "Hell," he said, in recalling those days, "it was getting so I could never work on the boat, and half of my weekends I wasn't even making it to the dock."

He did love sailing, however, and the incongruity of a job that was pressing in on him and denying him the opportunity to enjoy his hobby finally came home to him. **He quit his job and, utilizing his management know-how, started his own business renting boats and teaching sailing. Although his income was reduced, he and his wife were able to make the adjustment without serious hardships.** "Besides," he said, "we had more

time together. She helped me at the boathouse, and if you really want to know the truth, we fell in love again."

One of the most fascinating and exciting second-career opportunity areas for the retired executive is in the International Executive Service Corps. This non-profit U.S. organization, financed by some 200 leading corporations and the U.S. Agency for International Development, has its headquarters in New York, and since 1964 it has been recruiting seasoned businessmen and sending them abroad to stimulate enterprise and to counsel companies that have requested assistance in solving management problems. It is a business-to-business, man-to-man, foreign-aid program that is completely compelling in concept and gratifyingly effective in execution. "The best way to send an idea around the world is to wrap it up in a man," said a former IESC executive. Sometimes waggishly called the "Paunch Corps," this unique organization was developed through the combined thinking of private business and government.

Most of the volunteers for the Executive Service Corps are relatively affluent, so there is no great financial sacrifice involved in taking assignments, but in any case, the living allowance for an executive and his wife is about \$1,000 a month on most assignments, plus travel costs. Most volunteers live in hotels, although occasionally one rents an apartment or a house, if available.

The original concept of the Corps was not aimed at providing second careers for executives bored with enforced retirement. But in practice, one of its attractive aspects has been **the exhilarating impact that it has had on men with valuable experience and backgrounds that can be put to good use in advising and assisting companies in foreign lands. These companies often need the kind of help that a seasoned business executive can give quickly and intelligently in a relatively short period of time.**

"With the wealth of retired talent available in this country it would be a shame to let it go to waste," Stetson said. "Putting this talent, skill and accumulated knowledge to continued use in the productive work of the world—rather than permitting it to be frittered away at gin rummy or on a golf course—seems almost justification in itself for the Executive Corps program."

Many of the businessmen who have served as volunteers say that the experience has provided a deep personal satisfaction and sense of achievement at a time of life when top executive triumphs are a thing of the past. But apart from monetary considerations and self-ag-

grandissement, the experience is rewarding for many men who have spent the major part of their lives working in a much less socially committed atmosphere.

Another organization, known as "Forty Plus," is a long-established self-help group that provides job counselling, assistance in preparing a resumé, advice in planning a job hunt, coaching on how to market yourself most effectively, and morale-building companionship for the oftentimes discouraging months it takes to find a new job or launch a new career. The movement recognizes that, at any given time, there are many capable and experienced executives who, for varying reasons, may be out of work. Moreover, the group recognizes also that **age can be an obstacle to employment even though a successful career and proven ability may at the same time be gilt-edged assets if the right company or career opportunity is found.** New members, after careful screening, pay a small initiation fee and monthly dues. They agree to put in at least 16 hours a week working for the group until they themselves find a job. This involved keeping records, taking out the trash, typing thumbnail sketches of members, running a mimeograph machine, and contacting companies to locate job openings. "There's a feeling that, if you're over 40, you're a deadbeat, you're not with it, you're a relic out of the past," commented Arnold Pike, a former member who became a radio-TV producer. "But these are men who do have something younger men don't—instant experience, deliverable from the first day they're on the job."

What emerges from the wide variety of second careers cited is the diversity of factors that lead men and women into another way of life. Says Stetson; "It can be the frustration and boredom of a stagnating job. It can be the wisdom and maturity that the perspective of years gives a man. It can be the desire for a pleasanter, happier, and more satisfying life. Or, of course, it can be a drive to achieve greater status and more money. **But unusual and successful moves into second careers are possible, have been occurring, and may open the way for life to begin again in a new, exciting and fulfilling way.**"

Analyse Coût-Bénéfice des politiques de Main-d'œuvre, Compte rendu d'un Congrès nord-Américain, qui eut lieu à Madison, Wisconsin, le 14-15 mai, 1969. Éditeurs: G.G. Somers et W.D. Wood; Industrial Relations Centre, Queen's University, Kingston, Ont. 307 pages, \$5

The English version of this book was reviewed in The Labour Gazette (LG, May 1970, p. 355). The French edition is now available from the Industrial Relations Centre.

TUC: 10 million strong—and militant

A distinctly militant mood pervaded the 103rd annual conference of Britain's Trades Union Congress as the delegates planned campaigns to fight the Government on the issues of industrial relations, unemployment, economic policy and terms of the entry into the European Common Market. Held from September 6 to 10 in Blackpool, the conference showed that the TUC had achieved a record rise of more than 600,000 new members, bringing the total membership to just over 10 million.

Faced by the ominous rise in unemployment, rising prices, and a government bent on curbing the unions, the 1,066 delegates, representing 142 unions, passed a resolution accusing the Government of having followed policies that had produced economic stagnation, the highest level of unemployment since World War II, and rapidly rising prices. The resolution urged that pressure be exerted on the Government for the provision of effective protection of workers who lose their jobs. It opposed redundancies that lead to higher unemployment, and declared that "no form of compensation is a substitute for the right to a job." The resolution called also for expansion of the economy, full employment and a planned growth of real incomes.

Increased government investment and public expenditure, substantial increases in old age pensions, and more direct government involvement in the promotion of prosperity in the economically stagnant areas of the country should radically reduce unemployment and should involve measures to achieve a more equitable distribution of wealth, delegates thought. The resolution therefore advocated a wealth tax, major extension of public ownership, and price control.

In its battle against the Government's Industrial Relations Act, considered by the unions as an attack on their rights, **the Congress decided to urge affiliated unions not to register under the Act. Congress pointed out that the unregistered union would be free to frame its own rules, and that the registrar would have no jurisdiction over the union.** By a show of strength in not registering, the

movement planned to demonstrate its determined opposition to the Act, and delegates were promised that the Labour Party would repeal the Act once the Party had gained office. Many delegates did not like the idea of forfeiting tax rebates on their incomes at an estimated loss of five million pounds, and at the risk of having to pay damages ensuing from strikes. The issue was hotly debated and did not have the full support of the major white-collar unions.

The Government's present proposals for Britain to join the European Common Market "on the terms now known" were opposed by the Congress; it considered that a general election should be held before any decision on entry was taken by Parliament. Victor Feather, TUC General Secretary, expressed the Congress's deep concern that the cost of entry would represent a heavy burden on Britain's balance of payments and therefore depress the level of employment.

A call for the Government to enact a Bill of Rights guaranteeing the building of a "fully democratic constitution" in Northern Ireland was made in another resolution adopted unanimously by Congress, which viewed with concern the mounting toll of violence there. Sir Frederick Hayday, Chairman of the TUC International Committee, voiced the full support of the Congress for the Northern Ireland Committee of the Irish Congress of Trade Unions, and he paid tribute to the courage they were showing in extremely difficult circumstances.

In a resolution on Southern Africa, the TUC condemned the Government's decision to resume the sale of arms to South Africa, its intention to resume talks with the illegal regime in Rhodesia, and its continued support of Portuguese white minority rule in Angola and Mozambique. The Congress feared that this represented a move toward total identification by Britain with the racist regimes in Southern Africa.

George F. Smith, of the Woodworkers, was elected Chairman of the TUC General Council.

A construction success story

After their experience with a pulp mill in Saskatchewan that cost them an astronomical sum because of labour strife, the construction contractor Parsons and Whittemore Inc. was receptive to finding a better way of dealing with labour.

A better way was found, manifested in the construction record of a \$90-million mill at Nackawic, N.B. The mill was completed seven months ahead of schedule, reports the September issue of **Teamwork in Industry**, a publication of the Labour-Management Consultation Branch of the Canada Department of Labour. The report continues: There was only one work stoppage, and it occurred before a blanket agreement was signed. To quote a union man: "It was an ideal setup. In my union they took home 52 cheques a year. The contractors made money because they beat the deadline."

The Construction and Building Trades Council of Fredericton, representing 17 unions, negotiated with the contractor several peace-making devices, designed to satisfy management and union ambitions. Between them they hammered out a blanket project agreement and a mark-up agreement (specifying trade jurisdiction). The project manager was given executive authority. A company and a union representative were called in to police the agreements and deal with day-to-day problems during the life of the agreement.

There was continuity in that key people, such as the management and union representatives, were part of the scene from the first preliminary consultations through the actual construction. Having helped create the prior agreements, they were in position to bring a full understanding to bear on daily problems.

At peak employment, 920 people were at work on the site, including about 500 employed by 26 subcontractors. The project was carried out over 23 months. Originally the project was expected to be finished by Christmas 1970. It was completed the previous May.

Labour and management had worked out for themselves a system, grounded in the labour agreement and jurisdictional mark-up. They were also able to make it apply. Larry Wallace, the union project representative, had prior experience as a "project business representative" during the last phase of construction of New Brunswick's Mactaquac power project. A pipefitter by trade, Wallace had single-handedly put the Fredericton pipefitters' local on its feet. He was president of the local Construction and Building Trades Council at the time of his election by the unions to the job at Nackawic.

His counterpart, Roy Shawcross, was in effect an employment officer assigned specifically to the project. The fact that he was the only company labour relations man on the site and all problems from subcontractors were channeled through him, greatly reduced distortion. In the same way, Wallace was the single recognized union agent. Says Shawcross: "Larry Wallace and I toured the site twice and sometimes four times a day. The men got to know us as a team. They knew that we could latch on to their problems and deliver immediate results. They didn't have to chew it over dinner, breakfast and lunch and get all boiled up. They knew that something would be done quickly and fairly."

Backing up the representatives system of conducting labour relations was a project manager with the authority to make executive decisions. Head office had given Gaston Girard the authority to run his own show. The result was a refreshing lack of red tape. Instead of referring an issue to head office or a remote board of directors, Girard acted on his own.

In 25 years on construction sites, Girard has developed a full understanding of the good and bad in labour relations. **In his opinion, a contractor who lacks the confidence to give decision-making authority to the project manager stands a good chance of going over his budget. It is a sure way to encourage confusion and then labour trouble.** "It really counts with the men, when they can see a problem brought to the attention of the management that, within a day or less, brings down a solution," says Girard. "Even if the workers don't agree with the solution, it matters a great deal if they know the issue has been dealt with promptly, fairly and by a live and breathing management. Not by some vague and distant head office."

Wallace, chief union negotiator of the blanket and mark-up agreements, recalls that, "We couldn't live with the management the first month on the job, but after that everything started to fit into place." It was during that first month, before a firm agreement was signed that the single work disruption occurred. A one-week strike was settled by a new wage schedule compensating for a bonus asked for by workers who lived more than 40 miles from the site.

As well as covering all general terms and conditions of employment, the agreement provided a separate appendix for each of the 17 trades working on the project, referring to such items as wage rates and overtime provisions. After the collective agreement had been settled, union and management negotiators met for three days to work out a formula to keep jurisdictional disputes at a minimum. **The assignment of work to particular trades under the mark-up agreement became the bible of the project. It was vital for rendering decisions, as an estimated 70 per cent of grievances were jurisdictional in nature.**

"In our case, dealing with groups of workers from many districts each with their own local practices, I don't know how we would have got along without the mark-up," says Shawcross, a former army officer. "They say 'What do you mean! we've done it this way for 15 years in Halifax, or Montreal,' and out would come the mark-up."

Each subcontractor, on entering the site, was briefed by Shawcross on the meaning and intent of the contract. Thus each contractor knew the facts of life of the agreement before he started work. At the same time, the unions consulted with Wallace, who represented them through the Building Trades Council, their exclusive bargaining agent on the site.

The two representatives' intimate familiarity with the agreement gave them an understanding beyond that of the actual wording of the contract. They were able to apply to problems their knowledge of the discussions and understandings reached during negotiations. "Having negotiated with the union, I knew exactly what their thinking was at every stage," says Shawcross. "Full familiarity from the word 'go' helped a great deal."

Shawcross and Wallace were accustomed to handling problems on a first incident basis. They were usually able to come up with a decision the same day, after consulting everyone concerned. The outcome was a high degree of union and management confidence in the representatives. "There were instances where the unions found ways to cut corners, but I held the line," recalls Wallace. "The company did the same thing with their subcontractors. They played the game."

According to Girard, co-ordination of labour relations on a day-to-day basis, and the use of project agreements is not unique to the New Brunswick experiment. He mentions as examples projects at Churchill Falls, Que., Pine Point, Man., and at several places in British Columbia.

In reviewing the planning, co-operation and, eventually, mutual trust that was evident during the Ste. Anne-Nackawic project, Wallace suggests it should be mandatory for all contractors to reply to his question: "Considering the years of planning and millions of dollars you've invested in the planning of this project, how much of it has been devoted to labour relations,"

"If the answer," Wallace continues, is 'A few dollars here or there', or 'Less than five minutes,' then watch out! it means they don't understand industrial relations. They've left it all to clerks who are interested in payroll numbers. I would wish them luck. But they honestly don't deserve it."



Price indexes

Consumer, August

The consumer price index (1961 = 100) increased 0.7 per cent to 135.0 in August from 134.1 in July, and was 3.4 per cent above the August 1970 level of 130.5. All major components registered increases, except clothing which declined 0.2 per cent. A rise of 2.0 per cent in the food index was mainly responsible for the advance in the all-items index. There were increases also in the tobacco and alcohol component 0.7 per cent; transportation 0.5 per cent; housing 0.3 per cent; recreation and reading 0.2 per cent; health and personal care 0.2 per cent. Classified by goods and services, the commodities index advanced 0.8 per cent, and that for services 0.5 per cent. Non-durables, excluding food, increased 0.1 per cent, partly because higher prices for cigarette tobacco, beer, curtains, pharmaceuticals and household supplies, outweighed lower prices for fuel oil and clothing. The decrease in durables was mostly due to lower prices for new cars, furniture and carpets. The increase in the services index was mainly attributable to higher insurance rates, theatre and football admissions, taxi fares and dentists' fees.

The food index rose 2.0 per cent to 135.9 in August from 133.3 in July, and was 3.0 per cent above the August 1970 level of 131.9. The food-consumed-at-home component increased 2.2 per cent. The only major item in

this component registering a decrease, was vegetables, which declined 6.5 per cent with lower prices for cabbages, lettuce, carrots and tomatoes. Fruit prices advanced with higher quotations for apples 8.9 per cent; frozen orange juice 2.6 per cent; canned orange juice 1.9 per cent. Fresh oranges and bananas declined 2.6 per cent and 1.7 per cent respectively. Egg prices increased 1.7 per cent—nearly 14 per cent below their level of a year ago. Dairy products increased 1.6 per cent mainly because of a 1.9 per cent increase in fresh milk, although higher prices were also recorded for processed cheese 1.4 per cent; cheddar cheese 1.2 per cent; and powdered milk 0.9 per cent. The meat, fish and poultry component advanced 1.0 per cent with price increases of 2.5 per cent for poultry; 1.6 per cent for pork; 0.5 per cent for beef. The price of bakery and cereal products moved up 0.6 per cent reflecting increases for bread 1.1 per cent; cake mix 1.9 per cent; and sweet biscuits 1.3 per cent. Among other food items, the price of butter rose 0.7 per cent; peanut butter 0.7 per cent; salad dressing 0.8 per cent; honey 1.3 per cent; regular coffee 1.7 per cent; catsup 2.3 per cent. Margarine prices declined 2.6 per cent; soft drinks 1.1 per cent; tea bags 1.2 per cent. Restaurant meal prices advanced 0.8 per cent to a level 4.5 per cent above that of a year earlier.

The housing index rose 0.3 per cent to 137.5 from 137.1 and was 4.6 per cent above the August 1970 level. A 0.5 per cent increase in the shelter component outweighed a 0.1 per cent decline in the household operation component. In the shelter component, rent and home ownership elements advanced—in home ownership, mainly because of a rise of 1.7 per cent in new house prices, 4.5 per cent in the dwelling insurance index, and 0.6 per cent for repair charges. Among household operation items, fuel oil prices decreased 0.7 per cent as declines in Montreal, Hull and Ottawa outweighed increases in Québec City and London. In the furniture index, sales were mainly responsible for a 1.2 per cent decrease as declines were recorded for bedroom suites 2.0 per cent; dinette suites 1.4 per cent; living room suites 0.8 per cent; kitchen sets 0.4 per cent; floor coverings 0.6 per cent. Higher prices for curtains in Toronto and Vancouver advanced the textiles index 0.4 per cent. Increased rates in Ottawa and Toronto were chiefly responsible for a 3.8 per cent increase in the household effects insurance index. Among other housing items, the price of toilet paper rose 2.4 per cent; scouring powder 1.3 per cent; soap flakes 1.1 per cent; light bulbs 0.9 per cent; bleach 0.9 per cent.

The clothing index declined 0.2 per cent to 128.8 from 129.1 but was 2.1 per cent higher than in August 1970. The only component registering an increase was women's wear which rose 0.3 per cent with higher prices for underwear, hosiery and sweaters. The men's wear component declined 1.3 per cent because of sale prices

for suits, undershorts, pyjamas and work shirts and socks. Higher prices were registered for sport shirts, slacks, nylons and other items. The indexes for children's wear and piece goods declined 0.1 per cent. The footwear component was unchanged.

The transportation index increased 0.5 per cent to 130.7 from 130.1 mainly because of a 0.6 per cent rise in the automobile operation component. Among automobile operation items, insurance rates increased 3.4 per cent; motor oil 0.5 per cent; gasoline 0.1 per cent. New car prices declined 0.2 per cent as the end of the model year approaches. Within the other transportation components there was an increase in the train fares index, and taxi fares rose 0.3 per cent.

The health and personal care index increased 0.2 per cent to 142.5 from 142.2 and was 1.6 per cent above its August 1970 level. The health care component advanced 0.3 per cent because of a 0.4 per cent increase in pharmaceuticals prices. A number of these items recorded increases, the most important being for headache tablets 3.0 per cent; vitamins 2.6 per cent; ointments 0.9 per cent; antiseptics 0.8 per cent. The personal care component moved up 0.1 per cent. Personal care supplies prices rose 0.2 per cent with higher prices for toothpaste 1.6 per cent; cleansing tissues 1.6 per cent; face powder 1.3 per cent; face cream 1.2 per cent; shaving cream 1.0 per cent. Reductions were recorded for toilet soap 1.4 per cent and toothbrushes 0.7 per cent.

The recreation and reading index rose 0.2 per cent to 135.8 from 135.5, mainly because of increased motion picture admission charges in Toronto and Sherbrooke and higher football admissions in Montreal. The price of camera film including processing declined 0.3 per cent. The recreation and reading index was 2.5 per cent higher than in August 1970.

The tobacco and alcohol index advanced 0.7 per cent to 129.6 from 128.7 and was 2.5 per cent higher than in August 1970. The alcoholic beverage index increased 1.1 per cent as higher beer prices in Quebec and Newfoundland outweighed some lower liquor prices in eastern Canada. The tobacco component rose 0.3 per cent. Mixed price movements across the country resulted in a marginal decrease in the cigarette index.

City Consumer, August

The consumer price index (1961 = 100) advanced in nine regional cities and city-combinations and declined in one. The movements ranged from an increase of 0.7 per cent in St. John's, Nfld., to a decrease of 0.2 per cent in

Halifax. Food indexes increased in all cities mainly because of higher quotations for most meats, poultry, fresh fruits, and increased prices for restaurant meals. The housing components advanced in nine cities, reflecting generally higher rents and increased household contents insurance rates.

Regional consumer price index point changes between July and August were: St. John's +0.7 to 125.0; Montreal +0.5 to 127.8; Edmonton-Calgary +0.5 to 128.8; Winnipeg +0.4 to 129.4; Toronto +0.3 to 130.6; Ottawa +0.2 to 132.0; Saskatoon-Regina +0.2 to 124.0; Vancouver +0.2 to 127.6; Saint John +0.1 to 126.2; Halifax -0.2 to 127.3.

Wholesale, August

The general wholesale index (1935-39 = 100) advanced 0.3 per cent in August to 292.0 from the July index of 291.0. It was 2.8 per cent higher than the August 1970 index of 284.1. Four of the eight major group indexes were higher, three declined, and one was unchanged.

The animal products group index rose 1.7 per cent in August to 327.9 from 322.5 on higher prices for fresh meats, livestock, fishery products and milk and its products. An increase of 1.1 per cent to 403.4 from 399.0 in the wood products group reflected price increases for cedar, spruce and fir. Increases of 0.1 per cent or less occurred in two major group indexes—iron products to 318.2 from 317.9, and textile products to 262.3 from 262.2. The vegetable products group index declined 0.8 per cent to 236.0 from 238.0 on lower prices for grains, rubber and its products, and potatoes. Because of lower prices for copper and its products, there was a decrease of 0.3 per cent to 262.0 from 263.0 in the non-ferrous metal products group. The chemical products group index declined 0.2 per cent to 240.0 from 240.5.

U.S. consumer, August

The United States consumer price index (1967 = 100) advanced 0.3 per cent in August, or 0.4 per cent after adjustment for normal seasonal changes. Both figures were higher than in July, but less than in May and June. The index rose to 122.2 and was 4.5 per cent higher than a year ago. The items responsible for the increase in the August consumer price index were gasoline, medical care and household services. The index for foods bought in stores, and distinct from restaurant meals, were stable.

Provisions in major collective agreements in Canadian hospitals

The following information was extracted from a recent survey of 72 non-wage provisions in 42 major collective agreements in hospitals across Canada, and is on file with the Economics and Research Branch, Canada Department of Labour. The full study will be available from the Branch, and is part of a continuing series of the Analysis Section of the Collective Bargaining Division.

The agreements analyzed cover bargaining units ranging in size from 500 upwards, with one agreement covering 45,000 workers. The latter figure tends to cause some imbalance in the comparisons of frequency of provisions in agreements and the number of employees covered. The total number of employees covered in the 42 agreements was 118,761. Ninety-eight per cent of the employees in the survey were covered by agreements that were in effect as of January 1971.

The study was conducted by Mervyn McKenzie and Daniel Stace of the Branch, under the supervision of Dan Rosenbloom, Chief, Collective Bargaining Division. In a few cases, where the language used in the agreements left some doubt about meaning, the provisions were classified subject to the proviso that they may be open to other interpretations.

Management rights

These provisions delineate certain functions as falling within the exclusive jurisdiction of management. Generally speaking, two types of provisions were found. One was in the form of general statements that were

broad and vague. The other tended to be more detailed and specific by way of enumeration, and often included the proviso that the exercise of those rights should not be inconsistent with the expressed terms of the agreement. Of the agreements surveyed, only 6 did not have a specific statement concerning management rights, whereas **21 per cent of the agreements, which covered 58 per cent of the employees, had a general statement; and 69 per cent, covering 33 per cent of the employees, had a specific provision that enumerated a list of functions as belonging exclusively to management.** The most frequently enumerated rights dealt with direction of the work force and control of operations.

Union security

Forty-five per cent of the agreements had no specific provision regarding union membership as a condition of employment. Fifty-two per cent of the agreements, covering 78 per cent of the employees, had such a provision. Among the variations in union membership clauses found in the survey, 6 agreements (5 per cent of employees) provided for a straight union shop, 11 agreements (66 per cent of employees) provided for a modified union shop, and another 6 agreements (7 per cent of employees) provided for maintenance of membership for present and future members.

Employee security

Notice of layoff

Twenty-four per cent of the agreements, which covered 7 per cent of the employees, did not have a provision that made it obligatory for the employer to give prior notice to employees destined to be laid off. Slightly more than one third of the agreements, covering 62 per cent of the employees, provided for 2 weeks notice of layoff. Nineteen per cent of the agreements (21 per cent of employees) had a provision for 4 weeks notice, and 10 per cent of the agreements (6 per cent of employees) specified 1 week's notice prior to layoff. In 26 per cent of the agreements, covering well over 50 per cent of employees, the practice of "bumping" was allowed.

Posting of job vacancies

Job posting was found to be standard practice in instances giving rise to job openings. Eighty-six per cent of the agreements, covering 96 per cent of the employ-

ees, had a provision incorporating the practice of posting bulletins of job vacancies, with preference for bids accorded to senior employees, provided that they are qualified to perform the job or are able to do so with relatively little training.

Hours of work

It was clearly established that an average of 5 days a week constitutes the normal workweek for employees in the survey. In terms of employee coverage, a shift of less than 8 hours a day was the norm. Seventy-four per cent of the employees were scheduled to work less than 8 hours a day or less than 40 hours a week. For these employees, the normal workweek averaged between 35 and 38¼ hours a week.

Shift premiums

Eighty-seven per cent of the employees were covered by provisions that guaranteed payment of shift differentials for work performed on second (evening) or third (night) shifts. These differentials were usually expressed in cents-an-hour or cents-a-day additions to the regular or basic day-shift rates. In terms of employee coverage, the most prevalent shift differentials were \$1.85 (second shift) and \$1.10 (third shift). Next in order of frequency was \$1 a day for second and third shifts. Cents-an-hour differentials were found in 6 agreements (11 per cent of employees), and ranged from 5 cents an hour to 16 cents an hour for work on second and third shifts.

Paid holidays

All agreements in the survey provided for paid statutory holidays. The number of paid holidays a year ranged from 9 to 13 days. The average annual number of paid holidays for each worker was 10.7.

Vacations

Vacation benefits were related to years of service, and they ranged from 2 weeks after 1 year or less of continuous service to 6 weeks after 24 years of service. Eighty-four per cent of the employees were entitled to a minimum of 2 weeks paid vacation after 1 year or less of service. The established trend in the agreements was for the employer to grant pay at the basic rate attained by the employee prior to the commencement of the vacation period. Only 6 agreements, which covered 4 per cent of the employees, had a specific provision that endorsed the practice of vacation carry-over.

Sick leave

Ninety-nine per cent of the agreements with the same percentage coverage for employees in the survey contained specific provisions for paid sick leave. The average annual number of days paid sick leave for each employee was 15.6. Accumulation of unused sick leave was found to be standard practice, with slightly more than half of the employees in the survey being covered by provisions for indefinite accumulation.

Management Rights

Provision	Agreements		Employees Covered	
	No.	Per cent	No.	Per cent
No provision.....	6	14	11,024	9
General statement of management rights.....	9	21	68,900	58
Enumerated list of management rights—residual rights with management.....	9	21	15,270	13
Enumerated list of management rights—residual rights silent.....	18	43	23,567	20
Total	42		118,761	

Union Security

Provision	Agreements		Employees Covered	
	No.	Per cent	No.	Per cent
Membership				
No provision regarding union membership as a condition of employment.....	19	45	26,452	22
Union shop.....	6	14	5,554	5
Modified union shop.....	11	26	78,550	66
Maintenance of membership for present and future members.....	6	14	8,205	7
Total	42		118,761	
Checkoff				
No provision.....	2	5	5,725	5
Provision for checkoff (other than Rand Formula).....	16	38	39,065	33
Compulsory checkoff for all employees (Rand Formula).....	24	57	73,971	62
Total	42		118,761	

Notice of Lay-off

Provision	Agreements		Employees Covered	
	No.	Per cent	No.	Per cent
No provision.....	10	24	8,211	7
1 week or less.....	4	10	6,505	6
2 weeks.....	15	36	72,986	62
4 ".....	8	19	25,399	21
Other.....	5	12	4,660	4
Total.....	42		118,761	

Hours of Work

Provision	Agreements		Employees Covered	
	No.	Per cent	No.	Per cent
Daily hours*				
7 hours and 15 minutes.....	2	5	5,500	5
7 " " 30 ".....	3	7	15,124	13
7 " " 45 ".....	4	10	3,550	3
8 ".....	26	62	31,187	26
Other (varies according to occupational category; range 7 to 7 hours and 45 minutes.....)	7	17	63,400	53
Total.....	42		118,761	
Weekly hours*				
36 hours, 15 minutes.....	2	5	5,500	5
37 " 30 ".....	3	7	15,124	13
38 " 45 ".....	4	10	3,550	3
40 ".....	26	62	31,187	26
Other (varies according to occupational category; range 35 to 38 hours, 45 minutes.....)	7	17	63,400	53
Total.....	42		118,761	

*Average

Shift Premium—Second Shift

Provision	Agreements		Employees Covered	
	No.	Per cent	No.	Per cent
No provision.....	8	19	14,467	12
5 cents an hour.....	2	5	1,500	1
8 " " ".....	1	2	725	1
10 " " ".....	1	2	9,000	8
12½ " " ".....	1	2	550	—
13 " " ".....	1	2	1,124	1
Less than \$1.00 a day.....	4	10	3,965	3
\$1.00 a day.....	14	33	13,530	11
\$1.20 a day.....	1	2	5,000	4
\$1.85 a day.....	9	21	68,900	58
Total.....	42		118,761	

Shift Premium—Third Shift

Provision	Agreements		Employees Covered	
	No.	Per cent	No.	Per cent
No provision.....	9	21	15,232	13
5 cents an hour.....	2	5	1,500	1
10 " " ".....	1	2	9,000	8
12½ " " ".....	1	2	550	—
13 " " ".....	1	2	1,124	1
16 " " ".....	1	2	725	1
75 " " ".....	3	7	3,095	3
\$1.00 a day.....	13	31	12,915	11
More than \$1.00 a day.....	11	26	74,620	63
Total.....	42		118,761	

Number of Paid Holidays

Provision	Agreements		Employees Covered	
	No.	Per cent	No.	Per cent
9 days.....	2	5	3,190	3
10 ".....	26	62	38,092	32
12½ ".....	1	2	800	1
11 ".....	12	29	69,679	59
13 ".....	1	2	7,000	6
Total.....	42		118,761	

Paid Vacation—2 weeks

Provision	Agreements		Employees Covered	
	No.	Per cent	No.	Per cent
No provision.....	8	19	18,900	16
Less than 1 year	8	19	11,275	9
1 year.....	26	62	88,586	75
Total	42		118,761	

Paid Vacation—3 weeks

Provision	Agreements		Employees Covered	
	No.	Per cent	No.	Per cent
No provision.....	1	2	5,000	4
Less than 1 year	3	7	6,300	5
1 year.....	11	26	16,500	14
2 years.....	8	19	66,825	56
3 ".....	2	5	10,124	9
5 ".....	8	19	6,166	5
6 ".....	4	10	3,050	3
7 ".....	5	12	4,796	4
Total	42		118,761	

Paid Vacation—4 weeks

Provision	Agreements		Employees Covered	
	No.	Per cent	No.	Per cent
No provision.....	1	2	690	1
1 to 4 years.....	8	19	20,930	18
8 years.....	2	5	10,124	9
10 ".....	7	17	63,400	153
11 ".....	1	2	725	1
12 ".....	4	10	6,250	5
13 ".....	1	2	900	1
15 ".....	6	14	6,125	5
16 ".....	4	10	3,826	3
17 ".....	3	7	1,935	2
18 ".....	2	5	1,600	1
20 ".....	2	5	1,336	1
22 ".....	1	2	950	1
Total	42		118,761	

Paid Vacation—5 weeks

Provision	Agreements		Employees Covered	
	No.	Per cent	No.	Per cent
No provision.....	35	83	99,742	84
16 years.....	2	5	10,124	9
20 ".....	1	3	6,525	6
25 ".....	2	5	2,370	2
Total	42		118,761	

Paid Vacation—6 weeks

Provision	Agreements		Employees Covered	
	No.	Per cent	No.	Per cent
No provision.....	40	95	108,637	91
24 years.....	2	5	10,124	9
Total	42		118,761	

Paid Sick Leave Number of Days Yearly*

Provision	Agreements		Employees Covered	
	No.	Per cent	No.	Per cent
No provision.....	1	2	720	1
10 days a year.....	1	2	1,500	1
12 " " ".....	11	26	8,407	7
15 " " ".....	11	26	70,250	59
18 " " ".....	16	38	36,084	30
Other.....	2	5	1,800	2
Total	42		118,761	

*Excludes supplements to accident and sickness insurance.

Accumulation of Unused Sick Leave

Provision	Agreements		Employees Covered	
	No.	Per cent	No.	Per cent
No provision.....	1	2	720	1
Between 60 and 90 days.....	7	17	5,642	5
" 110 " 120 ".....	10	24	30,189	25
" 150 " 180 ".....	3	7	2,050	2
" 200 " 240 ".....	7	17	16,050	14
Indefinite accumulation.....	10	24	6,085	51
Other.....	4	10	4,025	3
Total	42		118,761	

UIC advisory committee report

A deficit of \$135 million in the operations of the Unemployment Insurance Fund during the 1970-71 fiscal year has been announced in the annual report of the Unemployment Insurance Advisory Committee. This left a balance in the Fund on March 31, 1971, of \$325 million. The report continues: Statistics Canada estimates that on June 1, 1970, the number of persons covered by unemployment insurance was 5.4 million, an increase of 100,000 from the year before. The insured population represents approximately 75 per cent of the paid workers segment of the labour force. Both the number of insured workers and the percentage ratio will be substantially increased when the extended coverage provided by the new Unemployment Insurance Act comes into effect in January 1972.

The 1970-71 contribution revenue of \$594 million was marginally greater than the record of \$590 million during 1969-70. Aggregate benefit payments amounting to \$758 million were about 40 per cent higher than the record amount of benefits paid during the previous fiscal year. The primary cause of the increase in aggregate benefit payments was the level of unemployment, which averaged 6.4 per cent during 1970-71. The resulting deficit of \$135 million in the Fund's operations during 1970-71 was close to what was forecast in the Committee's report last year. At that time (July 1970) it was estimated that if the level of unemployment averaged 6.5 per cent during 1970-71 a deficit of about \$130 million could be expected. Under the general circumstances prevailing during the year, revenue from contri-

butions and interest on investments would have been sufficient to provide for benefits if the level of unemployment for the year had been around 5.3 per cent.

With the adoption of the amended Unemployment Insurance Act, significant changes will take place in the method of financing the program. The Committee notes that a substantial balance was carried over into the present fiscal year and that, in addition, an adjusted scale of transitional contribution rates has been put into effect for the period July to December 1971 to provide for financing the program until the provisions of the new Act became fully operative on January 2, 1972.

UIC Statistics

	1971	1970	End of March	
			1969	1968
(in millions)				
Balance in the fund	\$323	\$458	\$382	\$302
Balance increase from previous year	—	76	79	44
Balance decrease from previous year	135	—	—	—
Employer and employee contributions	495	491	433	347
Government of Canada contributions	99	98	86	69
Interest on investments	29	27	18	15
Ordinary benefit payments	614	440	373	316
Seasonal benefit payments	144	101	85	72
(numbers in thousands)				
Number of initial claims received	1,770	1,451	1,380	1,389

General topics

December credits

A **construction success story**, p. 788, was taken from *Teamwork in Industry*, a publication of the Labour-Management Consultation Branch, Canada Department of Labour.

Certification before the CLRB, p. 800, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 802, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 781, 784, 790, 792. Department of Information and Publications, York University, Downsview, Ont.: p. 771. The Public Archives of Canada: p. 772. Murray MacGowan, p. 775, 783. Pridham's Studio Ltd., Sackville, N.B.: p. 776. Murray Mosher: p. 779.

Employment review

As at August 20, there were 455,000 persons unemployed compared with 514,000 in July, and 448,000 in August 1970. The seasonally adjusted unemployment rate was 6.5 per cent, after declining to 6.3 per cent in July from 6.4 per cent in June, and the unadjusted rate, representing the actual unemployment as a per cent of the labour force, declined to 5.1 in August from 5.7 in July. Total employment decreased for the third consecutive year between July and August. It was 8,517,000 in August, compared with 8,554,000 in July. Compared with last year, employment increased 245,000, or 3.0 per cent. The total labour force, at 8,972,000, was 96,000 lower than in July, but 252,000, or 2.9 per cent, higher than in August 1970.

Employment

Employment declined by 37,000 between July and August to a total of 8,517,000 (unadjusted) but was 245,000, or 3.0 per cent, higher than in August 1970. There was a small increase in the number of men, 11,000, and a large reduction among women, 48,000—a substantial portion of which 28,000, was among women 25 years of age and over.

Among industries an above-average expansion in manufacturing, 50,000, was offset by an even larger contraction in community, business and personal service, 69,000. There were declines in public administration, 30,000, and in finance, insurance and real estate, 13,000. Agricultural employment increased slightly by 10,000.

The largest decrease in total employment between July and August occurred in Ontario, 23,000. The decline in the Atlantic region, 10,000, was slightly higher than usual, but in other regions changes were small.

Seasonally adjusted employment

The seasonally adjusted level of employment, at 8,104,000, was slightly below the July level of 8,111,000. Regionally, the largest change was a decrease of 12,000 in Ontario. Other regions showed little change.

Unemployment

There was a reduction of 59,000 in the number of unemployed persons between July and August. Most of the decline, 53,000, was among 14 - 24 year olds, as students left the labour market. Compared with the last three

years, the decline among young persons was light. All regions contributed to the total decline in employment. The overall unemployment level was not much higher than a year earlier, as an increase in the 14 - 24 year age group was offset by a decrease among those 25 years of age and over.

Seasonally adjusted unemployment rate

The increase in the seasonally adjusted unemployment rate reflected an advance in the rate for persons under the age of 25, from 10.8 per cent in July to 11.8 per cent in August. The rate for persons 25 years and over declined to 4.4 per cent from 4.8 per cent with both men and women contributing.

U.S. employment

Unemployment in September was 4,800,000, compared with 5,100,000 in August. The seasonally adjusted rate of unemployment was 6.0 per cent compared with 6.1 per cent in August; the actual rate of unemployment was 5.7 per cent compared with 5.9 per cent in August. The civilian labour force was 84,135,000.

Unemployment insurance fund

During August, 1971, 17,217 investigations were finalized across Canada. Of these 8,835 were on-premises investigations and 1,470 were selective investigations to verify the fulfilment of statutory conditions. The remaining 717 formal investigations and 6,195 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,960. Prosecutions were commenced in 73 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund totalled \$61,261,413.66 in August compared with \$55,490,172.44 in July and \$58,738,246.01 in August 1970. Benefits paid in August totalled \$46,094,219.65 (including \$7,200,924.00 under the new Act) compared with \$43,870,914.10 in July and \$41,377,428.23 in August 1970. The balance in the Fund on August 31 was \$273,915,168.97 compared with \$258,747,974.96 in July and \$438,152,193.62 in August 1970.

Decisions of the umpire

CUB 3042. The claimant filed an application for benefit to be effective May 3. He declared that he had been a doorman at a hotel for the previous month and a half, and that his employment had been terminated because of lack of work. More than a month later, he asked that his claim be antedated by two weeks because, during the last two weeks of his employment, he had worked part time, earning only \$20.

In making this claim, he said that he didn't apply earlier as he did not want to claim unemployment insurance because of a previous experience when it took him nine and a half weeks to draw benefits. He reported also that, during the last two weeks of his employment, he had travelled to several centres in Ontario looking for work. Nevertheless, the insurance officer declared that the claimant had not "established good cause" for the delay in making his claim.

In his appeal to the board of referees, the claimant said that he failed to make an earlier claim because he didn't think that he would have difficulty finding work and didn't want to bother the Commission. But the board concluded that the claimant himself had made the decision not to file his claim and that there was no evidence that he was prevented from doing so. They disallowed the appeal.

The umpire agreed with the decision of the board, citing an earlier decision that said: "It would appear that sufficient grounds have not been given by the claimant for not making his claim at the earlier date. His statement that he preferred to obtain work in preference to benefit indicates that he knew he was entitled to make a claim for benefit but preferred not to do so and tried to obtain work. There appears to have been no lack of understanding by the claimant of the regulations governing claims..." He dismissed the appeal.

The Canada Labour Code—Part V

Part V of the Canada Labour Code (Ch. L-1, RSC 1970) came into force on July 15, 1971, and replaces the Industrial Relations and Disputes Investigation Act of 1948.

Decisions, orders and certificates given under the former Act remain in force. The Industrial Relations and Disputes Investigation Regulations and the Rules of Procedure of the Canada Labour Relations Board remain in force and apply, with the necessary changes, to Part V of the Code.

The Code applies to federal works, undertakings and businesses, meaning industries and services within the legislative authority of the Parliament of Canada, including navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. The Code also provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Code and is directly responsible for the appointment of conciliation officers, conciliation boards, and industrial inquiry commissions concerning complaints that Part V of the Code has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is empowered under the Code to administer: provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes con-

cerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Code, the Regulations, and the Rules of Procedure of the Canada Labour Relations Board are available from the Canada Department of Labour, Ottawa.

Proceedings under Part V of the Canada Labour Code are reported here under two headings: Certification (and other proceedings before the Canada Labour Relations Board); and Conciliation (and other proceedings before the Minister of Labour.)

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Halifax and St. John's represent the Department in the Atlantic Provinces. In addition, there are Industry Specialists, located at Vancouver, Toronto, Ottawa and Montreal, whose main function is to maintain a continuing relationship with labour and management within specified industries to prevent serious disputes from arising, and to mediate such disputes when they do occur.

The headquarters of the Conciliation and Arbitration Branch and of the Employee Representation Branch are in Ottawa.

Certification

The Canada Labour Relations Board met for one day during September. It granted seven applications for certification, rejected one, and permitted the withdrawal of four. The Board also issued Reasons for Judgment rejecting a request for review of an earlier decision and permitted the withdrawal of one other such case. During the month the Board received fourteen applications for certification.

Applications for certification granted

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, warehousemen and maintenance men, employed by T.I.M.E.—D.C. Inc., at its Burnaby, B.C., terminal. (LG, Oct., p. 691).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of warehousemen, furniture operators, packers and swamper employed by Bekins Moving & Storage Company Limited, at its Vancouver terminal. (LG, Oct., p. 691).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by the Commercial Truck Company Limited, New Westminster, B.C. (LG, Oct., p. 691).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of cranemobile operators, swamper, and truck operators employed by Arrow Transfer Company Limited, North Vancouver, B.C. (LG, Oct., p. 691).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a

unit of city P&D drivers, and foreman (lead hand) employed by Soo-Security Motorways Ltd., at its Burnaby, B.C., terminal. (LG, Oct., p. 691).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, dockmen, and dispatcher/foreman employed by O.N.C. Motor Freight System, Burnaby, B.C. (LG, Oct., p. 691).

United Steelworkers of America on behalf of a unit of employees of Dominion Catering Company Limited, Toronto, Ont., employed on the properties of Giant Yellowknife Mines Limited, Yellowknife, NWT. (LG, Nov., p. 746).

Application for certification rejected

Brotherhood of Railway, Air Line and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Western Terminals Limited, Corner Brook, Nfld., respondent. The Board found that the application was in fact one for review of the Order of Certification and further that the watchmen applied for do not constitute a group appropriate for inclusion in the bargaining unit set out in the said Order. (LG, Nov., p. 746).

Requests for review under Section 163(2)

The Board received a request made by the National Association of Broadcast Employees and Technicians for a review of the Order of Certification of June 30, 1965, affecting a unit of employees of the Telegram Printing & Publishing Co. Ltd. (now CKTS Radio Sherbrooke Ltée) employed at Radio Station CKTS, Sherbrooke, Que.

The Board granted permission to the International Association of Machinists and Aerospace Workers to withdraw its request for review of the Board's Order of Certification of December 18, 1961, as amended on May 8, 1969, affecting a unit of food handling employees in the Catering Department of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (LG 1961, p. 1269; 1969, p. 400).

The Board issued Reasons for Judgment in rejecting a request for review received from the Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, concerning an earlier decision by which Local 106 had been denied certification as bargaining agent for a unit of telephone employees of Voyageur (1969) Inc., Montreal, Que. (LG, Oct., p. 690, Nov., p. 748).

Applications for certification received

Air Line Employees Association, International, on behalf of a unit of station and reservations agents employed by Hughes Air Corp. d/b/a Air West, at Calgary, Alta. (Investigating Officer: H. A. Fisher).

Local 9-862, Oil, Chemical and Atomic Workers International Union on behalf of a unit of employees employed by the West Coast Transmission Company Limited, at its plant in Fort Nelson, B.C. (Investigating Officer: G. W. Rogers).

Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed aboard the M.V. Cacouna by Messagerie Cotière Ltée, Montreal, Que. (Investigating Officer: G. A. Plante).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of cashiers and ticket sellers employed by Voyageur (1969) Inc., Montreal, Que., in its Abitibi region (Investigating Officer: G. A. Plante).

General Drivers, Warehousemen and Helpers, Local No. 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of city pick-up and delivery drivers and helpers employed by Imperial Roadways Limited at its Winnipeg terminal. (Investigating Officer: A. E. Koppel).

Public Service Alliance of Canada on behalf of a unit of employees of Defence Construction (1951) Limited, Ottawa, Ont., employed at Department of National Defence establishments in Penhold, Alta., Shilo, Man., Borden, Ont., and Debart, N.S. (Investigating Officer: J. G. Hobart).

General Teamsters Local 362, Chauffeurs, Teamsters and Helpers Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and dockmen employed by MacKays Transport Company Limited, Lloydminster, Alta. (Investigating Officer: A. E. Koppel).

General Drivers Union Local 989, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of guards employed by Atomic Energy of Canada Limited, at its Chalk River Nuclear Laboratories. (Investigating Officer: Miss P. Patterson).

Syndicat National des Employés de l'Alimentation en Gros de Québec Inc. on behalf of a unit of drivers and packers employed by G. Gagné Transport Ltée, Quebec, Que. (Investigating Officer: G. A. Plante).

International Longshoremen's Association, Local 1845, on behalf of a unit of dock workers employed by Canada Steamship Lines Limited in Montreal and Valleyfield, Que. (Investigating Officer: Miss M.-P. Bigras).

Seafarers' International Union of Canada on behalf of a unit of unlicensed employees of Smit & Cory International Port Towage Ltd., Halifax, N.S. (I. H. Mathers & Son Ltd., as agents), employed aboard the tugs Anglegarth, Delegarth, and Thornegarth. (Investigating Officer: C. A. Ogden).

Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Seaboard Express Lines Limited, Saint John, N.B. (Investigating Officer: R. L. Kervin).

Cartage and Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, packers, and warehousemen employed by Borisko Brothers (Quebec) Limited, Dorval, Que. (Investigating Officer: Miss M.-P. Bigras).

Conciliation

During September the Minister of Labour appointed conciliation officers to deal with the following disputes:

Les Déménagements Côté Ltée, Québec, Qué., and Transport Drivers, Warehousemen and Helpers Union, Local 106 (Conciliation Officer: G. R. Doucet).

Eastern Provincial Airways (1963) Limited, Gander, Nfld., and International Association of Machinists and Aerospace Workers, Lodge No. 1763 (representing clerical and office workers) (Conciliation Officer: W. J. Gillies).

The Sudbury Broadcasting Company Limited (Radio Stations CHNO and CFBR) Sudbury, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: K. Hulse).

Detroit and Canada Tunnel Corporation, and the International Union, United Automobile, Aerospace & Agricultural Implement Workers of America—UAW, Local 195 (Conciliation Officer: H. A. Fisher).

Air Canada, Montréal International Airport, and District Lodge 148, International Association of Machinists and Aerospace Workers (representing Printing Bureau Employees at Dorval) (Conciliation Officer: G. R. Doucet).

Maple Leaf Mills Limited, St. Boniface, Man., and Local 534, Canadian Food and Allied Workers (Conciliation Officer: A. E. Koppel).

The Ogilvie Flour Mills Company Limited, Winnipeg, Man., and Local 520, Canadian Food and Allied Workers (Conciliation Officer: A. E. Koppel).

Radio-Etchemin Inc. (CFLS), Lévis, Qué., and le Syndicat des employés de Radio-Etchemin (CFLS) CSN (Conciliation Officer: G. R. Doucet).

Voyageur (1969) Inc. (Abitibi Division), and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Doucet).

Settlements by conciliation officers

Eastern Provincial Airways (1963) Limited, Gander, Nfld., and International Association of Machinists and Aerospace Workers, Lodge No. 1763 (representing clerical and office workers) (Conciliation Officer: W. J. Gillies) (see above).

St. Eustache Transport Inc., St. Eustache, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: M. Archambault) (LG, Nov., p. 748).

Maple Leaf Mills Limited, Calgary, Alta., and Canadian Food and Allied Workers, Local P1145 (Conciliation Officer: D. H. Cameron) (LG, Nov., p. 749).

CP Air, Vancouver International Airport, and Canadian Air Line Flight Attendants Association (Conciliation Officer: G. W. Rogers) (LG, Sept., p. 627).

Parkins Construction Ltd., Edmonton, Alta., and United Brotherhood of Carpenters and Joiners of America, Local Union No. 2499 (Conciliation Officer: G. W. Rogers) (LG, Aug., p. 545).

Cape Breton Broadcasters Limited (Radio Stations CJCB and CJCX, Sydney, N.S.) and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: C. A. Ogden) (LG, July, p. 478).

Conciliation boards appointed

CHLT Radio Sherbrooke Ltée, Sherbrooke, Qué., and National Association of Broadcast Employees and Technicians (LG, Nov., p. 748).

CHLT Télé-7 Ltée, Sherbrooke, Qué., and National Association of Broadcast Employees and Technicians (LG, Nov., p. 748).

Telegram Printing & Publishing Co. Ltd., (Radio Station CKTS-AM), Sherbrooke, Qué., and National Association of Broadcast Employees and Technicians (LG, Nov., p. 748).

Consolidated Aviation Fueling of Toronto Ltd., Toronto International Airport, and District Lodge 717, International Association of Machinists and Aerospace Workers (LG, Nov., p. 749).

Royal Canadian Mint, Ottawa, Ont., and Public Service Alliance of Canada (LG, Nov., p. 749).

Canadian National Hotels Limited (Fort Garry Hotel), Winnipeg, Man., and Local 272, Canadian Brotherhood of Railway, Transport and General Workers (LG, Nov., p. 749).

Canadian National Hotels Limited (Bessborough Hotel), Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (LG, Nov., p. 749).

The Pelee Shipping Company Limited, St. Thomas, Ont., and Seafarers' International Union of Canada (LG, Oct., p. 692).

Voyageur (1969) Inc., Montréal, Qué., and Transport Drivers, Warehousemen and Helpers Union, Local 106 (LG, Oct., p. 692).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established to deal with a dispute between Bell Canada, Montréal, Qué., and Traffic Employees Association (LG, Nov., p. 749) was fully constituted with the appointment of Thomas C. O'Connor of Toronto as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Gordon F. Harrison, Montréal, and union nominee Douglas Fisher, Kanata, Ont.

The Board of Conciliation and Investigation established to deal with a dispute between La Compagnie de Radiodiffusion CKCH de Hull Limitée, Hull, Qué., and National Association of Broadcast Employees and Technicians (LG, Oct., p. 693) was fully constituted

with the appointment of Roland Tremblay of St-Jean, Qué. as chairman. Mr. Tremblay was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Paul Jolin and union nominee Jacques Chaloult, both of Montréal.

Conciliation board reports received

Motor Transport Industrial Relations Bureau of Ontario (Inc.), Rexdale, Ont. (representing various trucking companies) and Teamsters Local Unions 91, 141, 879, 880 and 938 (representing drivers and maintenance employees) (LG, Nov., p. 750). (Full text appears in Supplement No. 7, 1971).

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment), Pinawa, Man., and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 254 (LG, Sept., p. 628). (Full text appears in Supplement No. 7, 1971).

Settlement by conciliation board

CFRA Limited, Ottawa, Ont., and Association of Canadian Television and Radio Artists (ACTRA) (LG, Oct., p. 693).

Settlements after board procedure

National Harbours Board, Port of Québec, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and station Employees (representing general operations, maintenance and cold storage warehouse employees) (LG, Sept., p. 628).

Brunterm Limited, Saint John, N.B., and International Longshoremen's Association, Local 273 (LG, Oct., p. 693).

Strike action

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment), Pinawa, Man., and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union No. 254 (strike commenced September 21) (see above).

Publications in the library

List No. 273

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication number and the month listed, when requesting loans.

Accident prevention

■ **No. 1—U.S. Bureau of Labor Standards.** Inspection survey guide; a handbook of guides and references to safety and health standards for federal contracts programs. Washington [G.P.O., 1970] iv. (unpaged).

■ **No. 2—U.S. Congress. Senate. Committee on Labor and Public Welfare. Subcommittee on Labor.** Occupational safety and health act, 1970. Hearings, Ninety-first Congress, first and second sessions, on S.2193 and S.2788 . . . Washington, G.P.O., 1970. 2v. (xi, 1790p.) Hearings held Sept. 30, 1969-May 5, 1970.

Biographies

■ **No. 3—De Caux, Len.** Labor radical; from the Wobblies to CIO, a personal history. Boston, Beacon Press [1970] 557p.

■ **No. 4—Jardim, Anne.** The first Henry Ford: a study in personality and business leadership. Cambridge, MIT Press [1970] ix, 278p.

■ **No. 5—Terzian, James P.** Mighty hard road; the story of Cesar Chavez [by] James P. Terzian and Kathryn Cramer. Garden City, N.Y., Doubleday, 1970. 136p.

Business

■ **No. 6—Conference Board.** Financial manuals, by Patrick J. Davey. [New York, 1971] iv, 76p.

■ **No. 7—Conference Board.** Managing the corporate tax function, by David I. Fisher [and others] New York, 1971. 52p.

■ **No. 8—Heald, Morrell.** The social responsibilities of business, company, and community, 1900-1960. Cleveland, Press of Case Western Reserve University, 1970. xix, 339p.

■ **No. 9—Potter, Calvin Cuthbert.** Finance and business administration in Canada. 2d ed. Scarborough, Ont., Prentice-Hall of Canada [1970] 706p.

■ **No. 10—Seligman, Ben Baruch.** The potentates: business and businessmen in American history. New York, Dial Press, 1971. 402p.

Civil service

■ **No. 11—Public personnel administration—threshold or crossroad?** [by] H. George Frederickson [and others]. Chicago] Public Personnel Association [1970] 38p.

■ **No. 12—Social trends: their impact on the public service** [by] William L. Slayton [and others]. Chicago] Public Personnel Association [1970] 40p.

Economic conditions

■ **No. 13—International Economic Association.** International economic relations: proceedings of the Third Congress of the International Economic Association [held in Montreal, 2-7 Sept. 1968]; edited by Paul A. Samuelson. London, Melbourne [etc.] Macmillan; New York, St. Martin's P., 1969. x, 281p.

■ **No. 14—Mid-Canada Development Foundation. Mid-Canada report.** Prepared and edited by John M. Hallward. Translated by G.G. Chamaillard & Associés. [n.p.] c1971. xi, 114p. English and French in parallel columns.

■ **No. 15—Organization for Economic Co-operation and Development.** Development Centre. Productivity and economic planning. [Paris, 1970] 323p.

■ **No. 16—Organization for Economic Co-operation and Development.** Economic Policy Committee. Working Party No. 2. The growth of output 1960-1980; retrospect, prospect and problems of policy. Paris, 1970. 280p.

Economics

■ **No. 17—Galbraith, John Kenneth.** A contemporary guide to economics, peace and laughter. Essays edited by Andrea D. Williams. Boston, Houghton Mifflin [c1971] 382p.

■ **No. 18—Silk, Leonard Solomon.** Contemporary economics; principles and issues. New York, McGraw-Hill [c1970] viii, 407p.

Employees—training

■ **No. 19—Australian Mission to Study Methods of Training Skilled Workers in Europe.** The training of skilled workers in Europe; report. [Melbourne, Australia Department of Labour and National Service, 1970] [576] p. Summary. 49p. 25cm.

■ **No. 20—Lovin, Bill C.** Coaching, learning, and action, by Bill C. Lovin and Emery Reber Casstevens. [New York] Management Association, 1971. vi, 169p.

Europe

■ **No. 21—Commission of the European Communities.** Social progress in Europe; action by the Commission in the field of social affairs in 1969. Brussels, Luxembourg, 1970. 31p.

■ **No. 22—Feld, Werner Joachim.** Transnational business collaboration among Common Market countries: its implication for political integration. Foreword by J. Robert Schaetzel. New York, Praeger [1970] xiv, 139p.

Income

■ **No. 23—Clegg, Hugh Armstrong.** How to run an incomes policy and why we made such a mess of the last one. London, Heinemann [1971] 88p.

■ **No. 24—Conference on Education and Income, University of Wisconsin, 1968.** Education, income, and human capital, edited by W. Lee Hansen. New York, National Bureau of Economic Research, 1970. x, 320p. Conference jointly sponsored by the Dept. of Economics, University of Wisconsin and the Conference on Research in Income and Wealth.

■ **No. 25—Rothschild, Kurt Wilhelm.** Development of income distribution by factor shares in Western Europe. [Paris, O.E.C.D., 1971] 176p.

■ **No. 26—Stevens, Robert Bocking, comp.** *Income security.* Editor: Robert B. Stevens. New York, Chelsea House Publishers [1970] x, 919p. Consists of Federal legislation, extracts from congressional debates, house hearings and presidential statements.

■ **No. 27—U.S. Bureau of the Census.** Income in 1969 of families and persons in the United States. [Washington, G.P.O., 1970] 136p. Current population reports: Consumer income, Series P-60, no. 75.

Industrial disputes

■ **No. 28—American Enterprise Institute for Public Policy Research.** Proposals to deal with national emergency strikes. Washington [1969] iii, 94p.

■ **No. 29—Conciliation and arbitration of industrial disputes in English-speaking countries of Africa;** record of proceedings of, and contributions submitted to, an African Regional Seminar (Kampala, November 1969). Geneva, International Labour Office, 1970. 208p. At head of title: International Labour Organization.

■ **No. 30—Great Britain.** Court of Inquiry into a Dispute between the Parties represented on the National Joint Industrial Council for the Electricity Supply Industry. Report. London, H.M.S.O. [1971] 54p. At head of title: Industrial Courts Act 1919. Department of Employment. Chairman: Lord Wilberforce.

■ **No. 31—Lefranc, Georges.** Grèves d'hier et d'aujourd'hui. Paris, Aubier-Montaigne, c1970. 302p.

■ **No. 32—Schuster, E.J.E.** Industrial conflict and its institutionalization: a comparative analysis of Sweden, Canada, and the United States. [Ann Arbor, Mich., University Microfilms, c1971] xi, 482p. Thesis (Ph.D.)—University of Oregon. 1970.

■ **No. 33—Stenson, Michael R.** Industrial conflict in Malaya; prelude to the Communist revolt of 1948. London, Oxford University Press, 1970. x, 271p.

Industrial relations

■ **No. 34—Alexander, Kenneth John Wilson.** Fairfields; a study of industrial change [by] K. J. W. Alexander and C. L. Jenkins. [London] Allen Lane the Penguin Press [1970] [286]p.

■ **No. 35—California public employee relations, June 1971.** Berkeley, University of California, Institute of Industrial Relations, 1970. 67p. Partial contents: Executive order on state employee relations. Prevailing rates in California: a symposium. Recent developments in California public jurisdictions.

■ **No. 36—Industrial relations in the 1970s;** being the proceedings of a seminar organized by Brambles Industries Limited, Sydney. Editor: D. C. Thomson. Sydney, Law Book Co. Ltd., 1970. vii, 81p.

■ **No. 37—Kuechle, David.** The story of the Savannah; an episode in maritime labor-management relations. Cambridge, Mass., Harvard University Press, 1971. xiv, 313p. "This book is derived from a thesis written as part of the requirements for a doctoral degree at Harvard University's Graduate School of Business Administration."

Management

■ **No. 38—Dowling, William F.** How managers motivate: the imperatives of supervision [by] William F. Dowling [and] Leonard R. Sayles. New York, McGraw-Hill [c1971] 436p.

■ **No. 39—Glueck, William F.** Organization planning and development. [New York] American Management Association [c1971] ix, 165p.

■ **No. 40—Kobayashi, Shigeru.** Creative management. [New York] American Management Association [c1971] x, 259p. "English-language edition planned and translated from the Japanese under the auspices of the Japan Management Center Inc."

■ **No. 41—Lopez, Felix M.** The making of a manager; guidelines to his selection and promotion. [New York] American Management Association [1970] 291p.

■ **No. 42—Sofer, Cyril.** Men in mid-career: a study of British managers and technical specialists. Cambridge [Eng.] University Press, 1970. xxii, 376p.

Women

■ **No. 43—Political and Economic Planning.** Sex, career and family; including an international review of women's roles [by] Michael P. Fogarty, Rhona Rapoport [and] Robert N. Rapoport. London, Allen & Unwin [1971] 581p. This study was carried on by PEP with the collaboration of the Tavistock Institute and with support from the Leverhulme Trust.

■ **No. 44—Political and Economic Planning.** Women in top jobs; four studies in achievement. London, Allen & Unwin [1971] 328p. This book consists of four studies undertaken by PEP in collaboration with the Tavistock Institute and with support from the Leverhulme Trust. The study as a whole was under the direction of Michael P. Fogarty and Robert and Rhona Rapoport.

■ **No. 45—Solomon, Lynnette Kilpatrick.** Labor force participation of women: a study of Arkansas. Ann Arbor, Mich., University Microfilms [1971] 304p. Thesis (Ph.D.)—University of Arkansas, 1970.

■ **No. 46—U.S. Congress.** House. Committee on Education and Labor. Special Subcommittee on Education. Discrimination against women. Hearings, Ninety-first Congress, second session on section 805 of H.R.16098. Washington, G.P.O., 1970-71. 2v. (1261p.). Hearings held June 17 - July 31, 1970.

■ **No. 47—U.S. Equal Employment Opportunity Commission.** Job patterns for minorities and women in private industry, 1967. Washington, G.P.O. [1970] 2v.

Miscellaneous

■ **No. 48—Hettich, Walter Paul.** Expenditures, output and productivity in Canadian university education. [Ottawa, Information Canada, 1971] 123p.

■ **No. 49—Horowitz, David.** The abolition of poverty. New York, Praeger Publishers [1969] viii, 178p.

■ **No. 50—Kilby, Peter.** Industrialization in an open economy: Nigeria, 1945-66. London, Cambridge U.P., 1969. xiv, 399p.

■ **No. 51—Legget, Robert Ferguson.** Standards in Canada. [Ottawa, Information Canada, 1971] 248p. "A study prepared for the Economic Council of Canada and the Science Council of Canada."

■ **No. 52—Make performance appraisals work for you; selected reprints from AMA periodicals.** [New York] American Management Association [1961-1967] 72p.

Labour Statistics

Principal Items	Date	Amount	Percentage Change	
			From	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended September 18, 1971.....		8,622	- 3.9	+ 2.8
Employed.....	September	8,188	- 3.9	+ 2.5
Agriculture.....	September	564	- 9.3	+ 1.1
Non-agriculture.....	September	7,623	- 3.4	+ 2.6
Paid workers.....	September	7,107	- 3.8	+ 3.1
At work 35 hours or more.....	September	6,587	+ 4.0	+ 2.2
At work less than 35 hours.....	September	1,240	+14.8	+ 2.6
Employed but not at work.....	September	360	-67.5	+ 9.1
Unemployed.....	September	434	- 4.6	+ 9.0
Atlantic.....	September	44	- 6.4	+25.7
Québec.....	September	161	- 3.0	+ 9.5
Ontario.....	September	132	- 5.7	+15.8
Prairie.....	September	47	- 7.8	+ 6.8
British Columbia.....	September	50	- 2.0	-13.8
Without work and seeking work.....	September	420	- 3.9	+10.2
On temporary layoff up to 30 days.....	September	14	-22.2	-17.6
INDUSTRIAL EMPLOYMENT (1961 = 100)†	June	132.1	+ 3.0	+ 1.9
Manufacturing employment (1961 = 100)†.....	June	125.1	+ 1.5	- 0.3
IMMIGRATION	1st 6 mths.	591.77	-	-16.5
Destined to the labour force.....	1st 6 mths.	319.17	-	+18.5
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	August	116	+ 7.4	+ 1.8
No. of workers involved.....	August	28,932	-27.8	-59.2
Duration in man days.....	August	399,870	+11.1	-35.5
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†.....	June	136.80	+ 1.3	+ 7.6
Average hourly earnings (mfg.)†.....	June	3.31	+ 0.9	+ 1.0
Average weekly hours paid †.....	June	39.6	+ 0.3	- 1.0
Average weekly wages (mfg.)†.....	June	131.08	+ 1.2	+ 8.6
Consumer price index (1961 = 100).....	August	135.0	+ 0.7	+ 3.4
Index numbers of weekly wages in 1961 dollars (1961 = 100)†.....	June	131.8	+ 0.9	+ 5.7
Total labour income (Millions of dollars)†.....	June	4,378.5	+ 1.9	+ 8.6
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100).....	August	178.7	+ 1.4	+ 4.2
Manufacturing.....	August	174.6	+ 1.6	+ 3.4
Durables.....	August	198.1	+ 2.3	+ 3.1
Non-durables.....	August	156.1	+ 1.0	+ 3.7
NEW RESIDENTIAL CONSTRUCTION**				
Starts.....	August	17,655	+ 0.4	+28.3
Completions.....	August	13,800	+13.4	-10.3
Under construction.....	August	140,201	+ 2.6	+40.5

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Preliminary.

** Centres of 10,000 population or more.

Statistics Section

Owing to circumstances beyond our control, only two tables arrived in time for inclusion in the Statistics Section of this issue of the Gazette. The Section is therefore being suspended temporarily. It will likely re-appear as a supplement, and will be provided free to Gazette subscribers, reaching them much more quickly because of a considerably reduced production time. Return the coupon below if you wish to continue receiving the Statistics Section.

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